

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

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Exhibit T

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30/11/2000 11:45

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9/20/2007

Filename	Description
Feedback - Rob Ingram	
\masters_r\feedback.cfm	BIG template to do feedback
Custom tags	
\masters_r\data_dodgy.cfm	is data dodgy' check
\masters_r\get_chart_header.cfm	returns headers for feedback charts
\masters_r\get_dim_name.cfm	returns the name of a dimension given an ID
\masters_r\get_rater_agreement.cfm	returns the value and associated text for the rater agreement level of a dimension
\masters_r\get_style_types.cfm	returns the type (e.g. 'dominant') of the given dimension
\masters_r\bookmark.cfm	adds, deletes or retrieves a bookmark
includes	
\masters_r\includes\getuserdetails.cfm	fills in any unset client vars give a user ID (I think)
Initial Registration - Louise Crow	
register.cfm	The template for entering license and institution ID. ENTRY POINT.
registration_results.cfm	Sets client vars, calls relevant template.
register_user.cfm	Template for getting user info (username, aide mem etc.) calls register_ea_officer, register_teacher, register_head
register_ea_officer.cfm	Template for showing ea_officer and ea_institution info
register_head.cfm	Template for getting head's info (full name) - calls the school bkgrnd qair, which calls register_head2
school_back_qair.cfm	Displays the school background qair.
show_school_data.cfm	Shows the results of the school bkgrd qair.
register_head2.cfm	Template for confirming head and school info
register_teacher.cfm	Template for getting teacher's info (full name)
register_rater.cfm	Template for getting rater's info (passwd, aide mem.)
show_personal_data.cfm	Shows the contents of a userinfo record for the user.
cf_add_full_name	Adds a user's full name to their record in the userinfo table of the DB
cf_add_school_data	Inserts data from the school background qair into the DB
cf_auto_login	Does nothing - marker for exit point. EXIT POINT.
cf_clean_reg_vars	Deletes the local client vars that were created
cf_EmbedFields	Passes through a set of form values to another form as hidden fields.
cf_filter_registration_id	Decides on the basis of the license and institution ID who the user is and if they are valid. Blimey. Calls validate_registration_id.
cf_validate_registration_id	Validates an ID or license no. as being valid for a particular type of user.
cf_insert_user	Makes a new userinfo record for a user or add detail to an existing userinfo record for a rater.
cf_registration_details	Gets person being rated for rater, institution for other users
cf_registration_failure	Shows an appropriate msg for the error type that is passed to it
cf_login_entry_form	Shows the form for entering login details e.g. password, aide mem.

Create School Manager - Fiona Conner

createSchoolMgr_print.cfm

createschoolmgr_deleteUser.cfm

createschoolmgr_input_deleteUser.cfm

createSchoolMgr_input_editorddelete.cfm

createschoolmgr_input_newsm.cfm

createSchoolMgr_input_sendmail.cfm

createSchoolMgr_preprocessing.cfm

createSchoolMgr.cfm

createSchoolMgr_process_new_sm.cfm

createSchoolMgr_sendmail.cfm

Create Set Custom Tags - Fiona Conner

CreateRaterSet.cfm

CreateSet.cfm

createsetqairs.cfm

createUser.cfm

csnr_complete.cfm

deleteset.cfm

EmbedFields.cfm

newsetallowed.cfm

randString.cfm

savebgqair.cfm

saveSetDeadline.cfm

setnameexists.cfm

Display new School Manager details for printing
If user confirmed the delete, delete the user. If user didn't confirm the delete, reset the form step to preprocessing and resubmit to createschoolmanager.cfm.

Confirms user delete.

To see if the user wants to edit or delete a school manager.

Gets the username and password to create.

See if user wants to send a mail.

Checks user is a headteacher. Checks if there is an existing school manager account. If there is, the user is offered the option to edit or delete

(createSchoolMgr_input_editorddelete.cfm). If user chooses "delete" processing continues at "edit". If user chooses delete, processing continues at "confirm_delete". If there is no existing school manager account, display createschoolmgr_input_newsm.cfm. Processing continues at "edit".

Creates a new School Manager. Deletes any existing school manager for the institution. This cfm coordinates all the other activities of createschoolmgr cfm's ENTRY POINT

If e mail and password match (if not redisplay createschoolmgr_input_newsm.cfm), delete any existing school manager record, check username is unique (if not redisplay createschoolmgr_input_newsm.cfm), save new record to user_info table. If mail address was present, include createSchoolMgr_input_sendmail.cfm (see if user wants to send a mail). Processing continues at sendmail. If no mail present, include createSchoolMgr_print.cfm (display details for printing).

If user wants to send a mail, send it.

Create Set for a rater

Create Set for a user

Creates questionnaires for a given user type

Creates a User (entry in the user table)

Sets CSNR to "complete" in the tracking table.

Deletes an entire dataset, including all associated rater data.

Stolen from Ben Forta. Passes across form fields

Checks if a user is allowed to create a new set.

Generates an 8 char random string to be the rater username

Save background questionnaire details

Update the dataset table with a deadline

Checks to see if a setname exists

settype.cfm

See whether a set's user_type is secondary or primary

UserExists.cfm

checks if a username already exists in the user_info table

Create Set Teacher T1 - Fiona Conner

createsetTeacher_processPrimaryOrSecondary.cfm

Process response to does teacher want to be primary or secondary question.

createsetteacher_confirm_set_details.cfm

Displays rater and set details prior to set creation.

createsetTeacher_deleteclientvars.cfm

Deletes all client variables used by createsetteacher

createsetTeacher_editOrDeleteSet.cfm

Processes if user wants to edit or delete a set.

createsetteacher_input_bgqair.cfm

Displays the background questionnaire.

createsetteacher_input_deadline.cfm

Lets the user choose the deadline date for the set.

createsetteacher_input_priorsec.cfm

Sees if the user wants to be primary or secondary teacher.

createsetteacher_input_raters.cfm

Form to nominate raters.

createsetteacher_name_set.cfm

Name the set.

createsetTeacher_newsetallowed.cfm

To process if a new set is allowed.

createsetTeacher_NextOption.cfm

Processes where the user wants to go after creating the set.

createsetTeacher_param_defaults.cfm

Include to store parameter defaults for createsetteacher.cfm

createsetTeacher_processDeadline.cfm

Processes deadline for the set.

createsetTeacher_ProcessDetailsOK.cfm

If user is happy with set, raters are e mailed where a mail address was supplied. CSNR13 (rater details available for print) then displayed. From CSNR13, processing resumes at NextOption. If user not happy with the set, CSNR9 (option to edit or delete) displayed. From CSNR9, processing resumes at editOrDeleteSet.

createsetTeacher.cfm

Create Set and Nominate Raters - teacher time 1. Flowchart CSNT_T.createsetteacher.cfm co-ordinates the set creation process. ENTRY POINT

createsetTeacher_ProcessQResponse.cfm

Process response to background questionnaire.

createsetTeacher_processRaters.cfm

Processes Nominate Raters.

createsetTeacher_validateSetname.cfm

If no setname or setname already exists, processing goes back to newsetallowed. If setname doesn't already exist, it is created

Create Set Headteacher T1 - Fiona Conner

createsethead_processDeadline.cfm

Processes deadline for the set.

createsethead_confirm_set_details.cfm

Displays rater and set details prior to set creation.

createsethead_deleteclientvars.cfm

Deletes all client variables used by createsethead

createsethead_editOrDeleteSet.cfm

Processes if user wants to edit or delete a set.

createsethead_input_deadline.cfm

Lets the user choose the deadline date for the set.

createsethead_input_raters.cfm

Form to nominate raters.

createsethead_newsetallowed.cfm

To process if a new set is allowed.

createsethead_param_defaults.cfm

Include to store parameter defaults for createsethead.cfm

createsethead.cfm

Create set for headteachers T1. Flowchart CSNR_HT. ENTRY POINT

createsethead_ProcessDetailsOK.cfm

If user is happy with set, raters are e mailed where a mail address was supplied. CSNR_HT13 (rater details available for print) then displayed. From CSNR_HT13, processing resumes at NextOption. If user nothappy with the set, CSNR_HT9 (option to edit or delete) displayed.

createsethead_processRaters.cfm

Processes Nominate Raters.

Forgotten password/Change Password - Fiona Conner

changepwd_confirm.cfm
changepwd.cfm

Confirm password was changed.

Change password. Flowchart CPASS. ENTRY POINT

forgottenpwd_autologin.cfm
forgottenpwd_input_aide_a.cfm
forgottenpwd_input_username.cfm
forgottenpwd.cfm

Do the autologin after changing password.

Input Aide Memoire answer.

Input username

Forgotten Password. Flowchart FPALL. ENTRY POINT.

processpwdchange_input_new_pwd.cfm
processpwdchange.cfm

Input new password.

Processes a password change. Flowchart CPASS, FPALL, CSM.

Login Control - Matt Southall

login
login/login.cfm
login/logincontrol.cfm

Directory containing login and login control files

Login process

After login makes decisions about which links to display. Sets any necessary cvars

Part of login.cfm

login/login_input.cfm
login/makeuser.cfm

Temp script for creating a user (DELETE THIS BEFORE GOING LIVE!)

Choice between datasets

login/ds_choice.cfm

CPS -Matt Southall

cps/tree.cfm

Displays the tree object. Has Vbscript catches for output from the tree. Js function for initialising it.

Includes the standard config.cfm but has CPS login check code

cps/Application.cfm

Presents and processes CPS login

Called whenever edit is clicked in the tree

cps/cps_login.cfm

Used by the ActiveX control to determine the user's group

cps/edititem.cfm

Used by the ActiveX control to get the children of a node for adding to the tree

cps/getgroup.cfm

Used by the ActiveX control to get the permissions for a node

cps/getnodes.cfm

Frameset which includes tree.cfm (and legend.html initially)

cps/getpermissions.cfm

Text file loaded by ActiveX (via HTTP) to initialise the tree

cps/index.cfm

Clears all client variables

cps/initialnode.txt

Used by the ActiveX control whenever a node is published, deleted or suspended

cps/logout.cfm

Used by the ActiveX control to set permissions on a node (with a recursion option)

cps/publishing.cfm

cps/setpermissions.cfm

cps/additem.cfm	Used by the ActiveX control when add is clicked (includes optional files from add_templates if they exists).
cps/images/tlclogo.gif	A rather poor TLC logo. Needs improving ;)
cps/images	Contains images local to the CPS
cps/config.txt	Used by the ActiveX control. Loaded via HTTP. It's the config.
cps/ActiveX/Package/bbtrees.CAB	The ActiveX control package itself
cps/ActiveX/Package	Directory containing the ActiveX cabfile
cps/ActiveX	Directory containing the directory containing the ActiveX cabfile
cps/form_templates/tlc_cgen_editform.cfm	Included by edititem.cfm when content with structure tlc_gen is edited
cps/form_templates/tlc_cgen_submit.cfm	The file edititem.cfm submits to when editing structure of type tlc_cgen
cps/form_templates/tlc_cuser_editform.cfm	etc
cps/form_templates/tlc_cuser_submit.cfm	etc
cps/form_templates/question_editform.cfm	etc
cps/form_templates/question_submit.cfm	etc
cps/form_templates	Contains form and submission templates for item editing
cps/legend.html	RHS of CPS startup screen (Could be prettier)
cps/add_templates/add_question.cfm	Included by additem.cfm when structure type questions are added
cps/add_templates	Contains optional add_struct.cfm templates for inclusion by additem.cfm
cps/help_templates/help_question.cfm	Included by edititem.cfm when content with structure tlc_gen is edited
cps/help_templates	Contains optional help_struct.cfm templates for inclusion by edititem.cfm
cps	The CPS directory

Set clean and data markers - Louise Crow

data_markers.cfm	Looks for datasets marked as clean and calls the stored procedures to set data markers
get_raters_nominated.cfm	A custom tag called by set_qair_clean that finds out how many raters have been nominated for a dataset
set_qair_clean.cfm	Looks for datasets marked as partial, figures out if they are ready to be cleaned and cleans them

Questionnaire cleaning and processing - Louise Crow

qair_clean.cfm	qair_clean.cfm is the entry point. It examines ds_qair to find records that are marked as "complete". It finds out who is being rated and what kind of questionnaire it will be. It passes these details to clean.cfm which calls the relevant stored procedures.
clean.cfm	

qair_process.cfm

qair_process.cfm is the entry point. It examines ds_qair to find records that are marked as "clean" and where the user_id belongs to a headteacher, primary teacher or secondary teacher i.e. someone is rating themselves. It finds out what kind of questionnaire is being processed and passes the details to process.cfm which calls there relevant stored procedures.

process.cfm

Questionnaires - Louise Crow

findQair.cfm

findQair is the entry point. It figures out what types of questionnaires the user has to fill in, and offers a choice if there is more than one. It passes this on to "showQair".

finishQair.cfm

getQuestions.cfm

getQuestions checks to see if this is the first time it has been called in this questionnaire, and if it is, calls a setup tag...this is setupQuestions for a blank questionnaire and "setupBlankQuestions" for a set of questions that have been passed back as blank from one of the validation procedures. The setup tags query the DB to get the question sets for a questionnaire and the scales that go with them. "showQair" then displays a page of the questions that "getQuestions" returns.

pageComplete.cfm

"pageComplete" is called every time a page of questions has been filled in. It checks for partly complete "now and ideal" sets in a climate questionnaire and calls showQair to show the page again if there are any partly complete pairs. Otherwise it puts all the answered questions in the DB (using the custom tag addAnswerToDB) and moves on to the next page.

setupBlankQuestions.cfm

setupQuestions.cfm

showQair.cfm

submitAnswers.cfm

"showQair" calls "getQuestions".

When all the questions in a questionnaire are complete, submitAnswers called the stored procedures that do validation. So, either a set of blank questions is returned from these stored procedures to be filled in by the user and the process starts again from "showQair", or it wipes client vars and exits to logincontrol.cfm

addAnswerToDB.cfm

puts all the answered questions in the DB

Theory Section Files (in directory /theory) -

Phil Piper

advice_on_prioritisation.cfm

brief_model_explanation.cfm

case_study_list.cfm

case_study_loop.cfm

char_model_definition.cfm

char_model_explanation.cfm

Static page (Ak11)

Brief Model Explanation (Aj5)

List of case studies for user to select (A15v)

Main loop handling Case Studies (Aj7, Aj8, Aj9 / Aj10, Aj11, Aj12)

Characteristics Model Definition (A15e)

Brief Characteristics Model Explanation (A15q)

checkforfeedback.cfm	Check to see if the user's feedback is ready and whether this is their first pass of the theory (Ak12, Ak13, A16n, A16p)
climate_definition.cfm	Display the definition of a particular climate basically the same as dimension_definition.cfm) (A1a - A6a)
climate_example.cfm	Display an example of a particular climate (A1c - A6c)
climate_explanation.cfm	Display the explanation for a particular climate (A1b - A6b)
climate_model_definition.cfm	Climate Model Definition (A7a)
climate_model_explanation.cfm	Brief Climate Model Explanation (A7b)
dawa.cfm	DAWA (Ak2 & Ak6-10)
detailed_climate_model_explanation.cfm	Detailed Climate Model Explanation (A7c)
detailed_links_lsi_csi.cfm	Detailed Links LSI/CSI (A15b)
detailed_model_explanation.cfm	Detailed Model Explanation (Aj6)
detailed_style_model_explanation.cfm	Detailed Style Model Explanation (A14c)
dimension_definition.cfm	Display the definition of a particular dimension (Aa1 - Ai1)
dimension_example.cfm	Show example for a particular dimension (Aa3 - Ai3)
dimension_explanation.cfm	Display the explanation for a particular dimension (Aa2 - Ai2)
explanation_and_select.cfm	Explanation of correct climate answer, followed by seven style options (A15h)
feedback_teachers_climate.cfm	Feedback - Teachers Climate (TH, T1 entry point)
gaining_understanding.cfm	Probably just an old copy of gaining_understanding_of_feedback.cfm (delete?)
gaining_understanding_of_feedback.cfm	Gaining Understanding of Feedback (Ak4)
how_to_support_change.cfm	How to support change (EAAj14, EAAj14(2), SMAj13, SMAj13(2))
ht_advice_on_prioritisation.cfm	Advice on Prioritisation (A16k)
ht_case_study_explanation.cfm	Explanation for second style case study (A15u)
ht_case_study_intro.cfm	Show a case study intro followed by seven climate options (A15f)
ht_check_climate_answer.cfm	Check answer for climate case study and redirect as appropriate (A15f -> A15k / A15h)
ht_check_style_answer.cfm	Check answer for style case study and display information or redirect as appropriate (A15f -> A15k / A15h)
ht_check_style_answer2.cfm	Check answer for second style case study and redirect as appropriate (A15s -> A15u / A15t)
ht_dawa.cfm	DAWA (A16b & A16f-j)
ht_gaining_understanding_of_feedback.cfm	Gaining Understanding of Feedback (A16d)
ht_incorrect_climate.cfm	Incorrect answer for climate case study. Display info for this dimension and options to try again/skip (A15k)
ht_incorrect_style.cfm	Incorrect answer for style case study. Display info for this dimension and options to try again/skip (A15r)
ht_johari.cfm	Johari (A16C)
ht_learning_to_accept.cfm	Learning to Accept (A16e)
ht_remind_aspirations.cfm	Retrieve the user's previously-entered text about their aspirations. If no such text exists, just move on to the next section (A16m)
ht_respond_to_feedback.cfm	'How people respond to feedback' section (A16a)

ht_select_another_style.cfm	Explanation of correct style answer, followed by six remaining style options (because this is the second style choice) (A15s)
ht_well_done.cfm	'Well done' page with option of another case study (A15t)
job_requirements.cfm	Job Requirements Explanation (A15p)
johari.cfm	Johari (Ak3)
learning_to_accept.cfm	Learning to Accept (Ak5)
model_definition.cfm	Model definition (Aj4)
models_of_effectiveness.cfm	Models of HT Effectiveness in practice(A15a)
models_of_excellence.cfm	Models of Excellence (A15d)
remind_aspirations.cfm	Retrieve the user's previously-entered text about their aspirations. If no such text exists, just move on to the next section (Ak14)
respond_to_feedback.cfm	This template selects appropriate content for the 'how people respond to feedback' section (depends on user type and time 2 stuff) - as well as the content, each included file should handle its own continuation links. (Ak1, EAAK15, Ak15(2))
style_definition.cfm	Display the definition of a particular style (basically the same as dimension_definition.cfm) (A8a – A13a)
style_example.cfm	Display an example of a particular style (A8e - A13e)
style_least_effective.cfm	Display the least effective use of a particular dimension (A8d - A13d)
style_model_definition.cfm	Style Model Definition (A14a)
style_model_explanation.cfm	Brief Style Model Explanation (A14b)
style_most_effective.cfm	Display the most effective use of a particular dimension (A8c - A13c)
table_of_schools.cfm	Show table of registered schools for the current EA (EAAj15)
Theory Section Include Files (in directory /theory/include) - Phil Piper	
a16n.cfm	Feedback is not ready. The user should be advised that they'll have to come back later. (A16n)
a16p.cfm	First pass of theory. The user should be advised to take a break before proceeding. (A16p)
ak12.cfm	Feedback is not ready. The user should be advised that they'll have to come back later. (Ak12)
ak13.cfm	First pass of theory. The user should be advised to take a break before proceeding. (Ak13)
options_after_correct_case_study_answer.cfm	Show form(s) to provide user choices after a correct choice of dimension for a case study example Primary / Secondary Case Studies (Aj11 / Aj8)
options_after_incorrect_case_study_answer.cfm	Show form(s) to provide user choices after an incorrect choice of dimension for a case study example Primary / Secondary Case Studies (Aj10, Aj11, Aj12 / Aj7, Aj8, Aj9)
options_for_case_study_answer.cfm	Show form(s) to provide user choices for selecting a dimension relevant to a case study. Primary/Secondary Case Studies (Aj10 / Aj7)
respond_ak1.cfm	How people respond to feedback (Ak1)
respond_ak15.cfm	How people respond to feedback (EAAk15)
respond_eaak15.cfm	How people respond to feedback (Ak15(2))

respond_smak15.cfm	How people respond to feedback (SMAk15)
smak16.cfm	Feedback is not ready. The user should be advised that they'll have to come back later. (SMAk16)
support_change_eaaj14.cfm	How to support change (EAAj14, EAAj14(2))
support_change_smaj13.cfm	How to support change (SMAj13, SMAj13(2))

Theory and Context custom tags - Phil Piper

check_case_study_answer.cfm	Check to see if an answer to a case study is correct
done_case_study.cfm	Append the ID of a particular case study to a list variable
get_aspirations.cfm	Retrieve the user's previously-entered aspirations (if entered)
get_case_study_explanation.cfm	Get data from the CPS which explains why a particular answer to a particular case study was correct or incorrect
get_case_study_intro.cfm	Get intro text for a particular case study from CPS
get_case_study_list.cfm	Builds a list of hyperlinks to a given URL which pass parameters corresponding to case study IDs for a particular user type. A list of items to exclude is optional (this is used when case studies already seen should not appear in the list)
get_climate_def.cfm	Get text from the CPS defining a particular climate
get_climate_exp.cfm	Get text from the CPS explaining a particular climate
get_dimension_def.cfm	Get text from the CPS defining a particular dimension
get_dimension_eg.cfm	Get text from the CPS to provide an example for a particular dimension.
get_dimension_exp.cfm	Get text from the CPS explaining a particular dimension.
get_feedback.cfm	Probably just an old copy of get_aspirations.cfm (delete?)
get_incorrect_dimension_explanation.cfm	Get data from the CPS which explains why a particular answer to a particular case study was incorrect
get_registered_schools.cfm	Get a list of registered schools within the current EA's local area.
get_style_def.cfm	Get text from the CPS defining a particular style
is_feedback_ready.cfm	Check to see if a particular user's feedback is ready
make_dimension_links.cfm	Builds a list of hyperlinks to a given URL which pass parameters corresponding to case study IDs for a particular user type and questionnaire type. An item to exclude is optional.
make_dimension_list.cfm	Builds a drop-down list of dimensions appropriate to a particular user type.
more_case_studies.cfm	Checks to see if there are more case studies relevant to the specified user type
theory_is_first_pass.cfm	Is this their first pass of the 'theory' section?
theory_set_first_pass.cfm	Sets value in tracking table to indicate that the current user has completed their first pass of the 'theory' section

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**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit U

"Rob Mitchell" <robert.mitchell@broadband.co.uk>

To tlc@broadband.co.uk

cc

11/12/2000 12:19

Subject [TLC] Fw: HAY HAY WE ARE THE MONKEYS

Please respond to
tlc@broadband.co.uk

Hi Fionnuala,

We're having problems with this characteristics page (see attached). What seemed a good idea in the meeting, is seeming much more clumsy in realisation. See attached - it needs a key and it is still not ideal. Do we really need to force the user to read information before selecting it? We're in danger of overwhelming the users with a confusing interface, which will hinder rather than guide them through options...

I suppose if we must offer this, I think we might need to separate the pages out, so the chosen selections are on a further page (like a shopping basket). Hmmmm...

It'd be useful if you could call me at some point today.

Thanks
Rob

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9/20/2007

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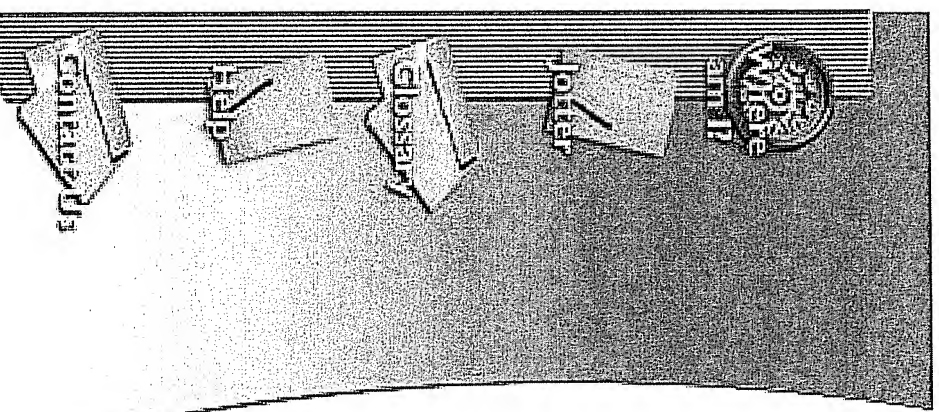
Hay Group Registered office address: 33 Grosvenor Place, London SW1X 7HG
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When you have explored all the characteristics on which you want to take action, click Next

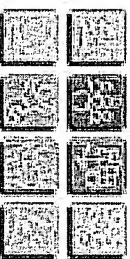


	Clarity	Flexibility	Reward	Selected Action
Choose Characteristic				
Characteristic	✓	✓	✓	<input checked="" type="radio"/>
Characteristic			✓	<input checked="" type="radio"/>
Characteristic		✓	✓	<input checked="" type="radio"/>
Characteristic	✓	✓	✓	<input checked="" type="radio"/>
Characteristic	✓			<input type="radio"/>
Characteristic	✓	✓	✓	<input checked="" type="radio"/>
Characteristic	✓			<input type="radio"/>
Characteristic	✓	✓	✓	<input checked="" type="radio"/>
Characteristic	✓			<input type="radio"/>
Characteristic	✓	✓	✓	<input checked="" type="radio"/>
Characteristic	✓			<input type="radio"/>
Characteristic	✓		✓	<input checked="" type="radio"/>





	Clarity	Flexibility	Reward	Selected Action
Choose Characteristic				
Characteristic	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
Characteristic			<input checked="" type="checkbox"/>	<input type="radio"/>
Characteristic		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="radio"/>
Characteristic	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="radio"/>
Characteristic		<input checked="" type="checkbox"/>		<input type="radio"/>
Characteristic	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input type="radio"/>
Characteristic		<input checked="" type="checkbox"/>		<input type="radio"/>
Characteristic			<input checked="" type="checkbox"/>	<input type="radio"/>
Characteristic	<input checked="" type="checkbox"/>			<input type="radio"/>



TRANSFORMING LEARNING



Explored
De-selected



Explored
Selected



TEXT

**METHOD AND SYSTEM FOR
DEVELOPING TEACHING AND
LEADERSHIP CHARACTERISTICS AND
SKILLS**

**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit V

Matt Southall <matt.southall@broadband.co.uk>

To tlc@broadband.co.uk

cc

Subject [TLC] Alpha!

03/11/2000 16:19

Please respond to tlc@broadband.co.uk
--

Hi,

The alpha entry point is at:-

<http://212.2.24.162/tlc/login/login.cfm>

There is a list of users to log in as. There are currently three defined:-

head1 (with password head1)
primary1 (with password primary1)
secondary1 (with password secondary1)

These are the predefined users with faked data for feedback. So if you want to see any feedback for any of these three user types, log in as one of these. Note that before you view the feedback for the first time, the 'feedback' link is displayed in red to indicate that it is new. After one of you has viewed it, it will revert to normal colours.

If you want to play around a bit more with creating a user from scratch, we've knocked up a quick demo/debug script at:-

<http://212.2.24.162/tlc/login/makeuser.cfm>

This script allows you to add a new user for testing purposes. e.g. you can create a secondary teacher, login as that teacher, create raters, fill in questionnaires, view theory etc. The only thing you won't see for the users you create is Feedback.. as the data calculation routines aren't in place yet (tho they're well on the way.. expect this soon :)

To log in as a rater, you simply type the rater username and leave the password field blank (as the raters don't have a password initially). Eventually the raters will have their own login screen which doesn't even display the password box.

This 'makeuser' script and login will change when 'initial

9/20/2007

registration' is finished, as raters will then be able to set passwords and users will be created from licenses rather than manually.

Please note that all content/style is for demonstration only... what appears as a textual link here could appear as an clickable icon eventually. This alpha version simply demonstrates the functionality.

Your feedback at this stage is very important. Please don't tell us it doesn't look pretty.. we're aware of that :) but any other feedback will be useful. Please send feedback to tlc@broadband.co.uk (and if you like tlcdev@broadband.co.uk, our internal list we're using to discuss implementation details).

We look forward to a big list of comments with loads more work for us to be getting on with... Now we're going to have a cup of tea mate. Maybe followed by something stronger :)

Matt

Broadband Communications Ltd.
+44 (0)115 924 7150
<http://www.broadband.co.uk/>

tlc@broadband.co.uk

The mailing list of the TransformingLearning.Com Project

To receive People Torque, the Hay Group newsletter, please register at <http://peopletorque.haygroup.co.uk>

Links to Hay Group websites: <http://www.haygroup.co.uk>,
<http://www.transforminglearning.co.uk>, <http://www.haypaynet.com>

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**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit W

Stephen Lams/GB/EUROPE/HAYGROUP

To FIONA.CONNER@BROADBAND.CO.UK,
LOUISE.CROW@BROADBAND.CO.UK

08/01/2001 13:28

cc
Subject Errors etc

Fiona,

Copied Louise in cos there's some stuff about case study titles and order - not sure who's doing these.....

All my stuff is in BLUE.

Stevie.

To receive People Torque, the Hay Group newsletter, please register at
<http://peopletorque.haygroup.co.uk>

Links to Hay Group websites: <http://www.haygroup.co.uk>,
<http://www.transforminglearning.co.uk>, <http://www.haypaynet.com>

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9/20/2007

Funny stuff on 167.216.136.154:

CSNR

is deleting datasets (including those that had a processed status in show_all_users - presumably because some of the data had been deleted with the "dodgy-code-saga" - however, newly created datasets seem to be fine, and aren't being deleted).

I think this could well have been caused by Matt's big clearout session before Christmas, unless you've actually seen a set in show_all_users which has been deleted when you logged on. The check for bad sets is that there is an entry in the dataset table but no entry in the tracking table (the last thing CSNR does is write csnr_complete to the tracking table).

Deleted: ¶

For HT, if select < 10 you get the "recommend you select 10" message. This should be set to 7. At the moment it checks if you selected less than the maximum number of raters, and if so shows you this message. Am I correct in thinking that for Headteachers we now have max=10 min=5 (this is what the CPS text says on that page) recommended number=7?

CORRECT - RECOMMENDED = 7, SO WE ONLY SHOW THE MESSAGE IF THEY SELECT LESS THAN 7.

CSNR (createsethead.cfm):

Take out 'Printout details for rater [n], %ratername%' - This is now done, but it does mean that the user now has no way of knowing which raterID matches up with which rater. Not a massive problem in as much that the required number of raters will get valid logins, but it does mean that if they look in the tracker they won't see the correct status against the correct users if they accidentally handed user ID xz188rt to Fred instead of Hannah (for example).

GOOD POINT - WE'LL ADDRESS THIS IN THE CPS CODE USING THE %RATERNAME% THING

In Aspirations, can we have the focus in the text boxes so that user can type the answer straight away without having to click in the box first? - done

Increase the size of the boxes. done

Should be allowed to not answer the question. - done

FB PROCESSING

seems that there is no directory available for storing graphs, causing the process to fail.

After processing the feedback I logged in and got "Invalid Rater" link but when routed to tracker I couldn't identify which rater was the invalid one - they were all the same - all apparently "clean" (username = do_not_touch)

QUESTIONNAIRES

Questionnaire intro questions (rating a head) - questions are in TNR not Verdana

CSI quest still too small - LSI looks ok.

CSI Q5 still not showing fully (Right Hand Side)

LSI Q19 not showing fully (LHS), Q29 not showing fully (both sides)

CC Q47 inverted commas around it

Introduction to Leadership Styles, CSI questionnaires and secondary classroom climate:

Need an example image of a question to insert into introduction – if we don't use a 'movie'.

The Next button on the questionnaires is still the old one (is it?) (+ very faded).

Don't want the intro to the questionnaires available on every page of the questionnaire – only need once. Could either show intro then "Next" to questionnaire or after complete first page don't show intro any more.

LIC

CPS code Ai4 appears in italics – this is not LIC, it's theory, but done.

Aspirations – don't get the intro to these (Bk2). When you get through aspirations you get a route to LIC to click on. This opens up a framed site within the framed site.

Couldn't get a link to theory from LIC_HT1 (just completed aspirations – haven't done Quest Set-up yet). Do have a link to track raters however – but this is not required till quest set-up complete (i.e. you've created a set)

Edit Aspirations link takes you to Context Setting (Context Setting should happen post-theory and should be forced pre-feedback if not complete).

Post Context Setting took me to "Explanation of Styles feedback process" (feedback-lsi.cfm). This is wrong (if feedback were ready it should take you to CSI intro).

Post theory, there's a link to theory – if feedback not ready get a message and a link to LIC, which takes you to BQ3_form1.cfm ("Welcome to TLC" – although I think this is the BGQuest start and the BGQ hadn't been done yet (think it had been deleted with everything else). Should probably just not have this "Get Feedback" link if fb not ready yet.

In Aspirations, can we have the focus in the text boxes so that user can type the answer straight away without having to click in the box first? Increase the size of the boxes. Should be allowed to not answer the question.

Funny stuff on 212.2.24.162:

Looks like loads of data's gone from here an'all. Did anyone delete it? E.g. data from pilots not there (username = tarrowsmith). Is there a backup of this stuff anywhere?

MENU

Raters still get full flash menu – we probably still need to discuss what we do here.

Deleted: CSNR
(createsethead.cfm):
Take out 'Printout details for
rater [n], %ratername%'

QUESTIONNAIRES

qair/qair_intro.cfm:

Qah8 showing as a CPS code, but it's not, please take it out.

Please change all font to Verdana 10pt.

change 'Submit' button to 'Next' icon.

Demographic questions (pre-questionnaires): Qag7 and Qah8 in TNR not Verdana. Can we show the demographic questions based on the usertype and not the ds_usertype? (So that a secondary pupil completing a primary questionnaire gets the secondary demographic questions).

No homework and no classroom in set questionnaire – if say no to these should have algo STQ1 which removes certain questions from the questionnaire.

Classroom Climate Secondary Questionnaire – when you fill in and miss a question it realises it, displays the correct bit of text, then tries to display the missed questions but just shows a blank flash frame with the next button. When you click "Next" it says "Ta very much" as if you just filled it in.

Also, it may be better to have the missed questions underneath the "You missed some" text.

TRACKER

Tracker needs tidying up (formatting so always viewable on one page – possibly some phrase changes (ie to the various statuses).

Action planning – wanted to check why dataset 62 got about 50 reminders generated in the processing log. Is it generating reminders from action planning table 1 or table 2? Plus why are there (are there?) 50 action planning points for this user? I couldn't check, as this user doesn't exist – it seems to be deleted. User id is 30 for this dataset.

EMETS

need de-WYSIWYG'ing

Can we get some debug info stuck in the EMET's while we test (user id, dataset id perhaps?)

LIC

LIC_HT1, LIC_PT1 and LIC_ST1:

Need to have links to Investigation once feedback is completed.

Fb ready – got extra link (one on top and one down below). Top one didn't work.
It's not forcing you through fb or context setting either.

THEORY

brief_model_explanation.cfm:

All in italics – should be plain text – done

List of Climate dimensions: 'Standards' should be third on the list, not last.
When you click on a dimension from bme.cfm Aa2-Ai2 and Aa3-Ai3 should be displayed (same as secondary teachers). this list gets pulled dynamically out of the database dependant on user type. Please tell me what order things have to be displayed in, and we'll have to add another column in the database specifying the display order or something.

HT CSI

Flexibility

Responsibility

Standards

Rewards

Clarity

Teamwork

HT LSI

Coercive

Authoritative

Affiliative

Democratic

Pacesetting

Coaching

CLASSROOM CLIMATE

Clarity

Order

Standards

Fairness

Participation

Support

Safety

Interest

Environment

PLEASE NOTE THAT THIS LIST SHOULD BE A DEFAULT, AS IN THE CASE ABOVE. ON SOME TABLES THE ORDER IS SET BY OTHER FACTORS.

There are no codes Aa2_p-Ai2_p and Aa3_p- Ai3_p. (as pri_testy) – Done

case_study_intro.cfm

Case study titles should be:

Case study 15 = 'Case Study – moderate complexity'

Case study 16 = 'Case Study – easy'

Case study 17 = 'Case Study – moderate complexity'

4th case study should be 'Case Study – complex'

- Done but awaiting titles for all case studies from TLC.

← - - - - Formatted: Bullets and Numbering

CASE STUDIES SHOULD BE CALLED "Case Study – " & case study complexity level.
E.g. "Case Study – Complex"

<u>Case Study</u>	<u>Primary</u>	<u>Order</u>	<u>Secondary</u>	<u>Order</u>	<u>Heads</u>	<u>Order</u>
<u>1</u>	<u>Complex</u>	<u>4</u>	<u>Easy</u>	<u>1</u>	<u>Complex</u>	<u>4</u>
<u>2</u>	<u>Complex</u>	<u>3</u>	<u>Complex</u>	<u>3</u>	<u>Complex</u>	<u>3</u>
<u>3</u>	<u>Moderate Complexity</u>	<u>2</u>	<u>Moderate Complexity</u>	<u>2</u>	<u>Moderate Complexity</u>	<u>2</u>
<u>4</u>	<u>Easy</u>	<u>1</u>	<u>Complex</u>	<u>4</u>	<u>Moderate Complexity</u>	<u>1</u>

IF YOU CAN ORDER THEM AS SHOWN THAT WOULD BE GROOVY – THE IDEA IS THAT THEY APPEAR IN ORDER OF DIFFICULTY (EASIER ONES AT THE TOP OF THE LIST).

case_study_loop.cfm

Currently says 'Primary Case Study Intro Number 1' at top – please delete.
(Same for all case studies). – I don't see this!

remind_aspirations.cfm:

Take out link to 'aspirations' and 'preparation for feedback'
Change 'Get Feedback' to 'Next' icon. – Done

feedback_presentation.cfm:

All in italics – should be plain text. – Done

theory/dawa.cfm:

Make the links buttons in this order: Accepting, Reflecting, Upset, Angry,
Don't believe it.
Note: 'Angry' not 'Anger' – Done

FEEDBACK

Should be forced to complete theory and Context Setting before getting feedback – this is not happening yet.

When have selected raters the status in tracker is "passed". What does this mean?
Capitalise the first letter of status "not started" and all other statuses.

The following points were found when testing as "poudros", a teacher_sec:

The highlight on the last chart of feedback-csi is not highlighting
On setting priorities table (emotions.cfm) the Area for Focus column is not pulling the text (just says "km_y body").
Can you remove the link to LIC from this and subsequent pages?
Comp_teach.cfm – click on one of 3 dimensions but always get "Safety".
Comp-exp.cfm – Of the four statements (links), two are blue, two are brown (ish, (bit colourblind me))
Competencies.cfm – button for each comp – us to test thoroughly!!!
Action.cfm – j47_ii_2 doesn't exist – firstly format should be j4h_ii_2 for **headteachers** (so presumably all others in that format are wrong), and secondly teachers are of format g7_iv_2_ii.
Action.cfm – static text (after table 2) – any CPS code for this?

In styles feedback, in the presentation of the rater's view of styles, in the back-up section, you get a space between the styles coercive and coaching for user do_not_touch.

Action_suggest.cfm – the action points go past the end of the screen on an 800x600.

The action point selected for the style needs to be pulled through into the first action planning table.

feedback/feedback-csi.cfm:

As pri_testy

TF13a_AS needs to show on chart AS (Ca16-Ci16) with title 'What does this mean'.

In all headings and on all charts, replace 'students' with 'pupils'.

Rater agreement text is no longer appearing after each chart intro. (RAT_L, RAT_M, RAT_H, RAT_B).

context setting text – only show those questions which the user input text for (underneath overall reflective questions).

As per the dimension charts, put a line in after the Summary Charts, after the Dawa buttons and above the context setting text.

feedback/emotions.cfm:

There should only be a link to LIC if they've been over-emotional. In this case the 'Back to Login Control' button should say 'My Home Page'.

Key message text codes are wrong – please change to KM__Tw, KM_Tx, KM_Ty, KM_Tpt.

In the priority table, dimensions should be ordered by priority – high first. If they are all the same then the standard ordering should apply. At the moment it seems to be a random ordering.

When the priorities are changed and you go to next table, the changed dimensions were not shown.

Show aspirations text under the emotions table (Dk11).

Getting weird codes on emotions relationship text (Dk3).

Dj11 – having more than 3 emotional reactions – take off 'delete set'.

Pressed 'Next' on Dj11 and was taken back to Emotions table with all priorities now showing as 'Low'.

On priority, emotions and action selection tables, please only show the column that can be changed as grey. Eg:

On the Priority table only the 'Priority' Column should be grey

On the Emotions table only the 'Response' Column should be grey

On the Action Selection table only the 'More Information' Column should be grey

Also, on the Action Table, change "More Information" to "For More Information" and change the text in that column from ["Prioritising " & dimension] to "Click here...".

Can the heading "Select Up to 3" be changed to "Select Up to 3 key Action Areas"?

feedback/prioritise.cfm:

There are no short codes for Aspirations – display the original questions and text only for those questions the user has answered.

'Change your priorities' link should appear after Emotions table, not after selection table.

On the Selection table, the 'More Information' window is coming up empty.

If they press 'Next' without selecting any dimension, the following window 'You must select at least one dimension to move on' should have a 'Back' button, NOT a 'Next' button.

feedback/comp_teach.cfm:

You can't click to select information about each characteristic.

PRINTING PAGES:

Often misses off a letter at the end of a line.

Flash tables do not print out. – Indeed they don't. This was always an issue with Flash, and was highlighted when we first discussed using Flash. It's also the reason we didn't do the graphs in Flash. Solution – there isn't one really, apart from not using Flash....

WE ARE ABLE TO PRINT OUT SOME OF THE FLASH TABLES BUT NOT OTHERS. DOES THIS JUST MEAN THAT IT DEPENDS ON THE TYPE OF FLASH MOVIE OR IS IT JUST FAIRLY RANDOM? (IE SOME WILL, SOME WON'T).

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**U.S. Patent Application Serial No.
10/016,905**

Filed December 14, 2001

Attorney Docket No. D4701-00198

Exhibit X

Rob Ingram <rob.ingram@broadband.co.uk>

To tlc@broadband.co.uk

cc

Subject [TLC] Remaining flowcharts

06/09/2000 11:58

Please respond to
tlc@broadband.co.uk

Hello,

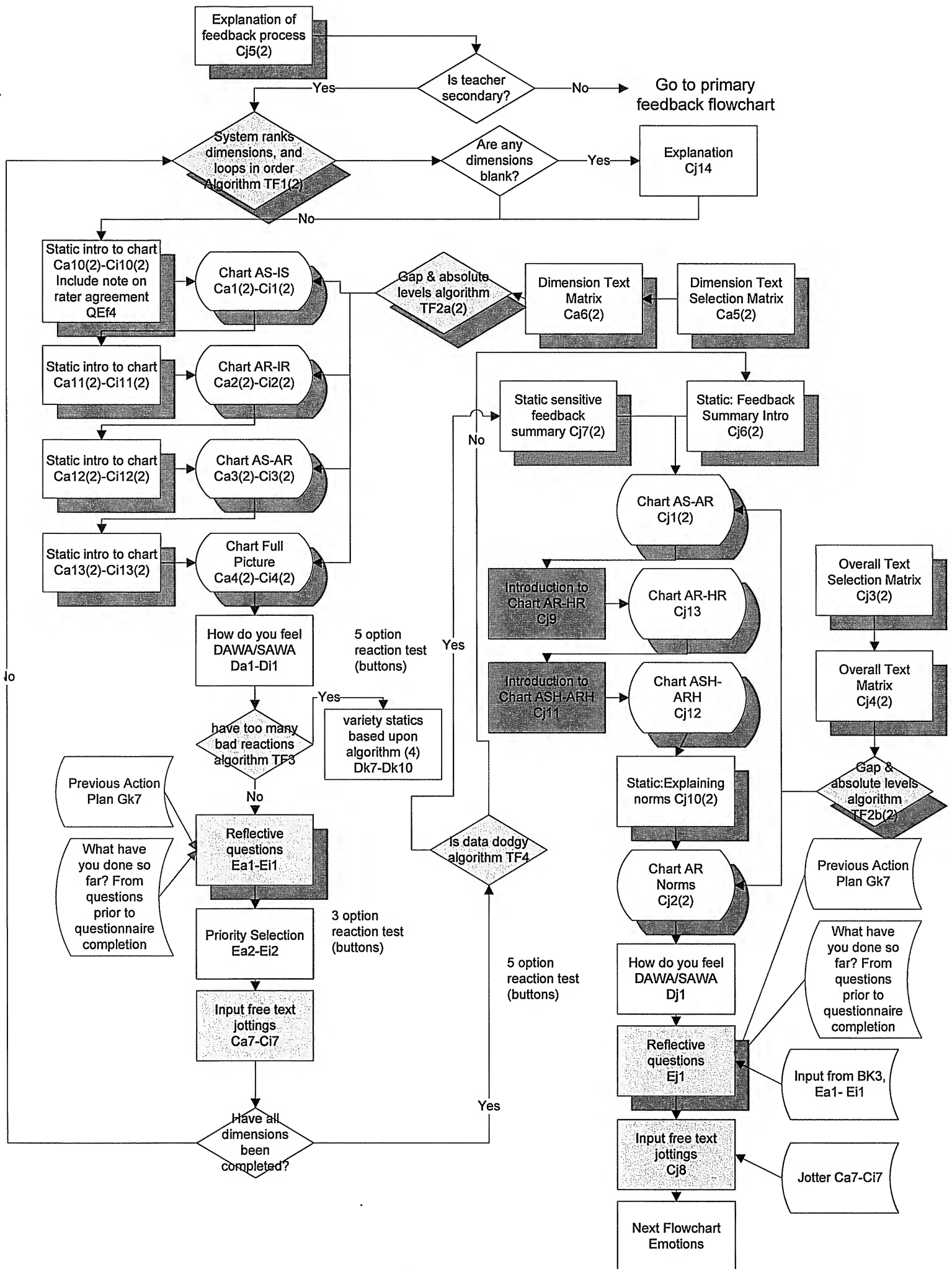
Here are the remaining flowcharts. Think they are all here. Let me know if any more changes need to be made. I'll continue working on the document itself and try to get it to you later today.

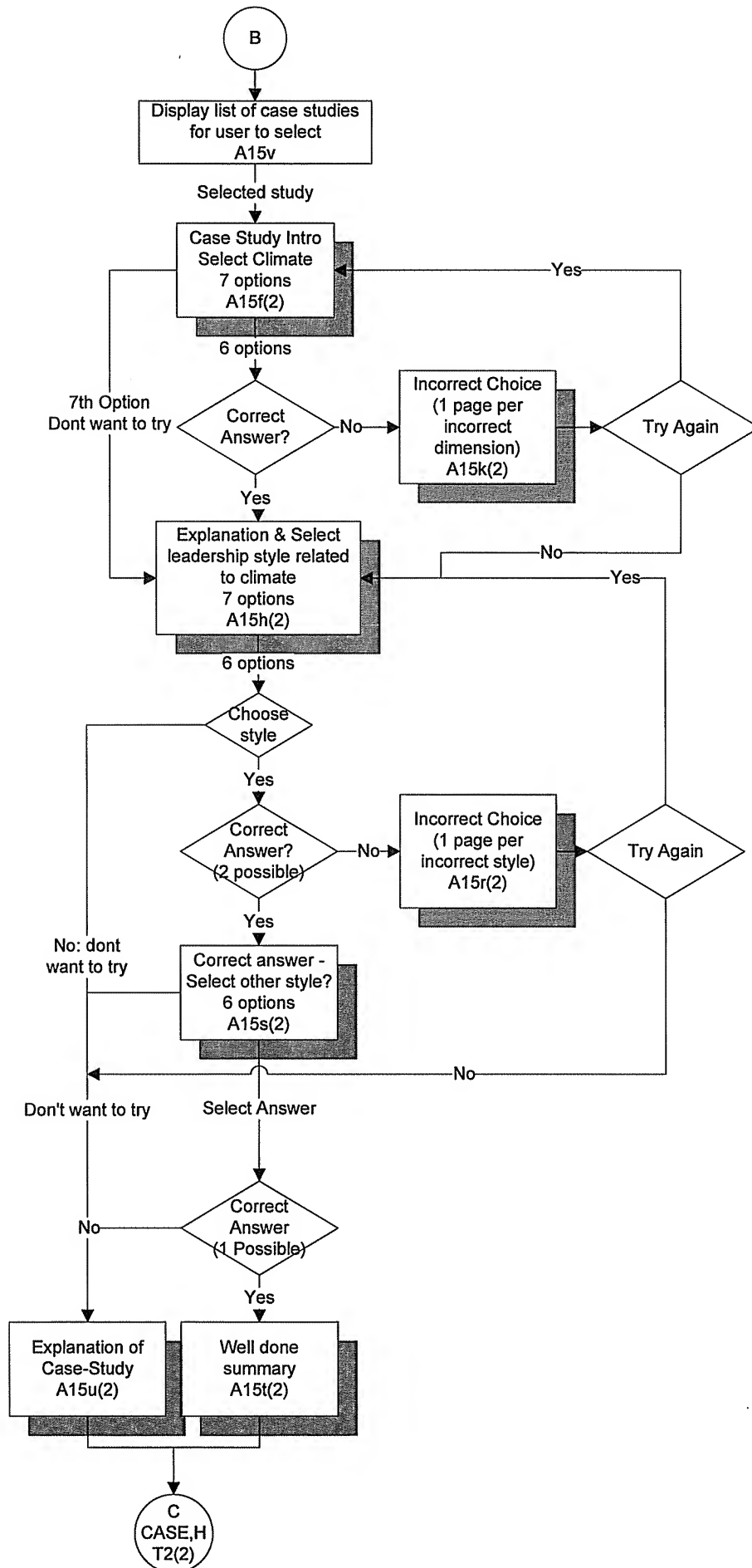
Rob.

Rob Ingram

<http://www.broadband.co.uk>

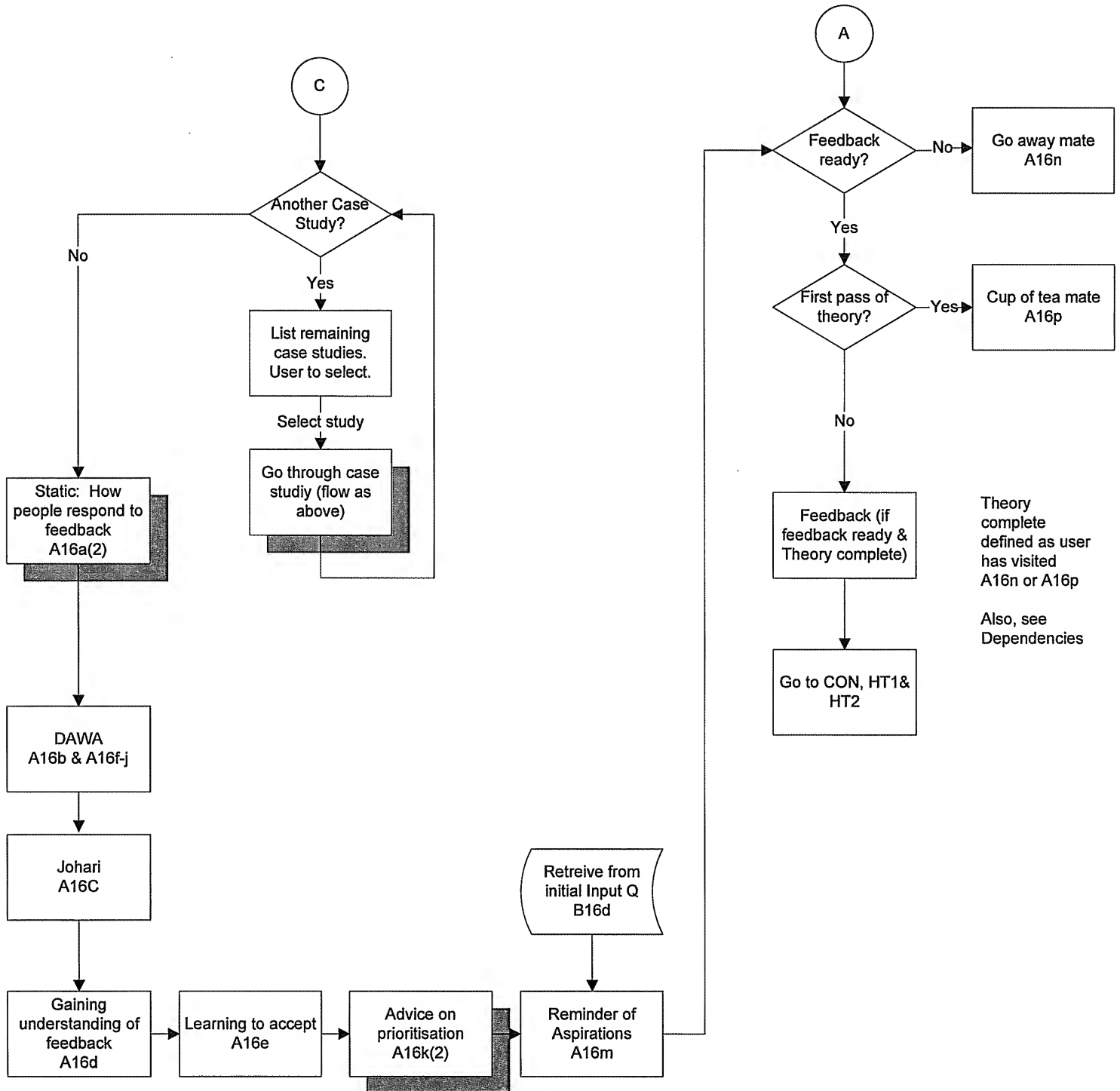
9/20/2007

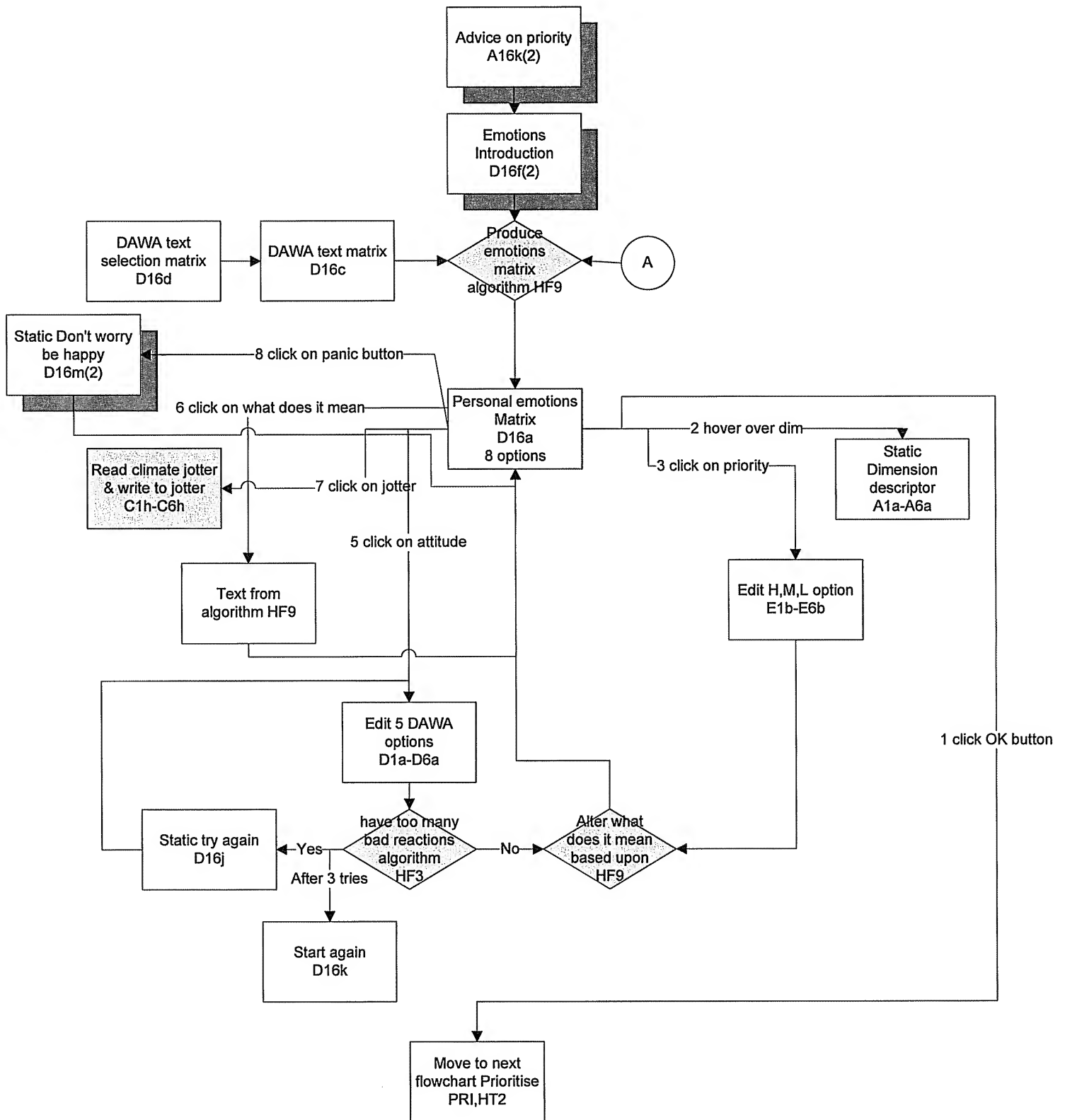


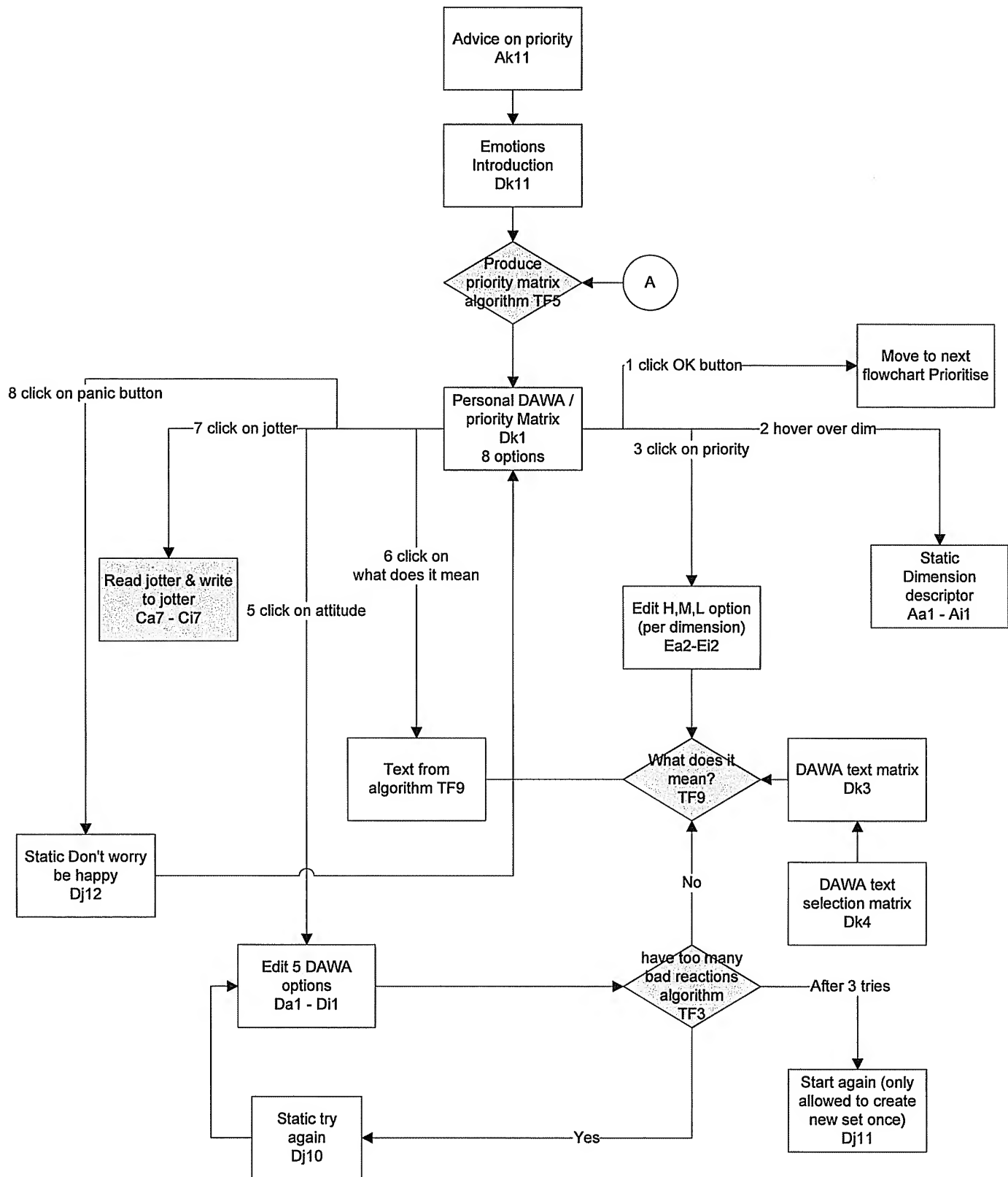


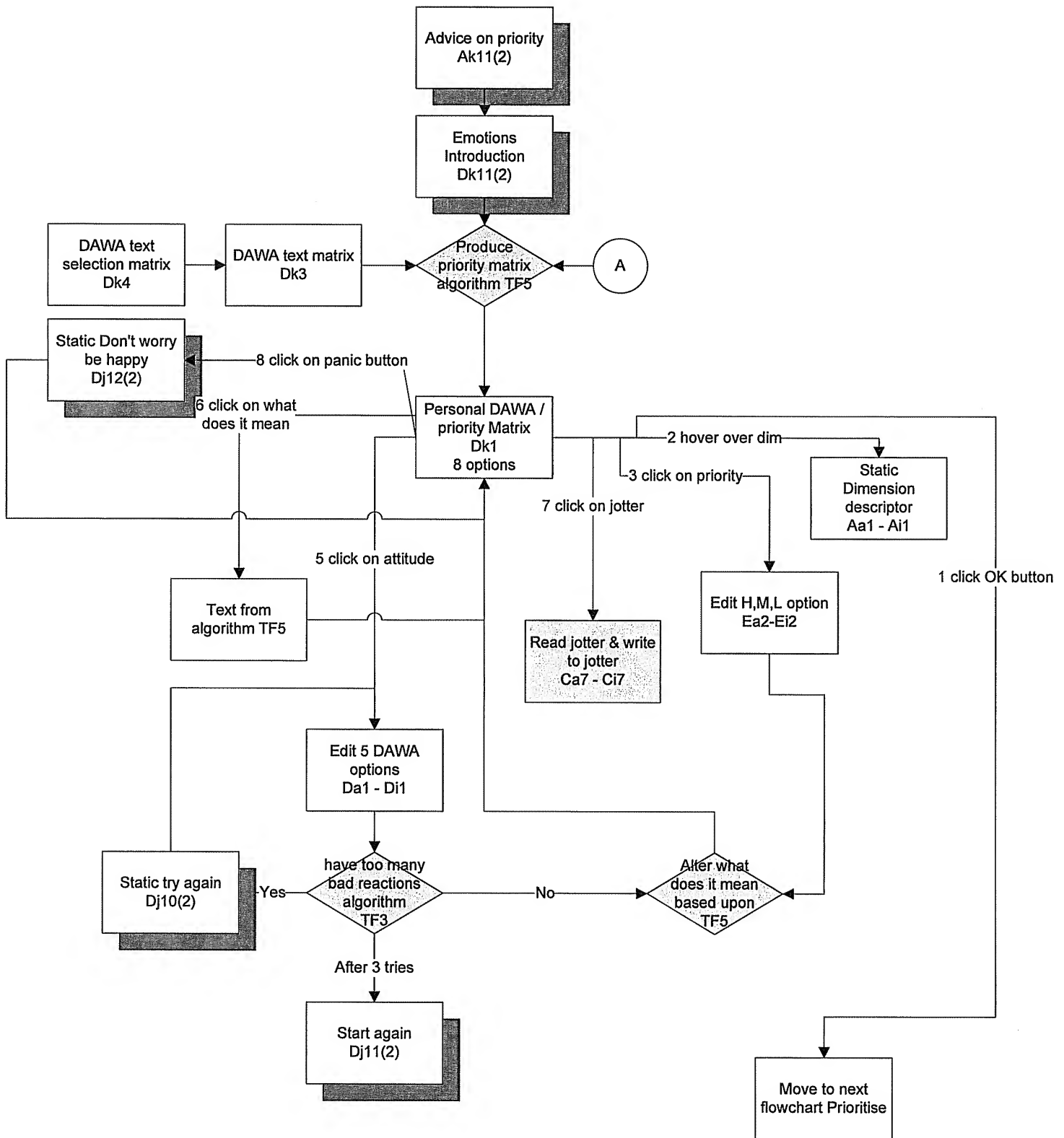
CASE, HT2 (2)

TIME 2: Feedback - Headteacher: More Case Studies & Theory of Feedback

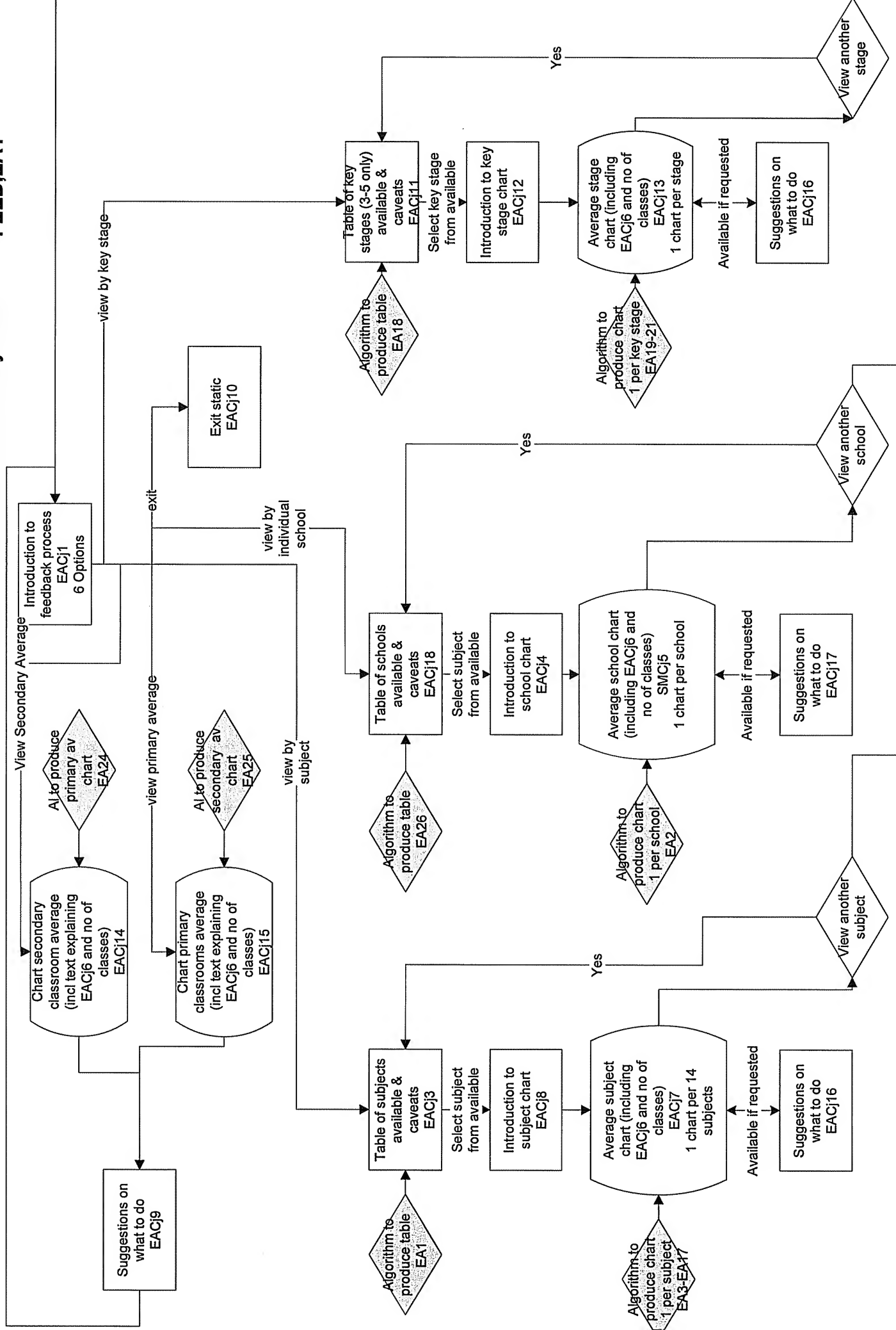




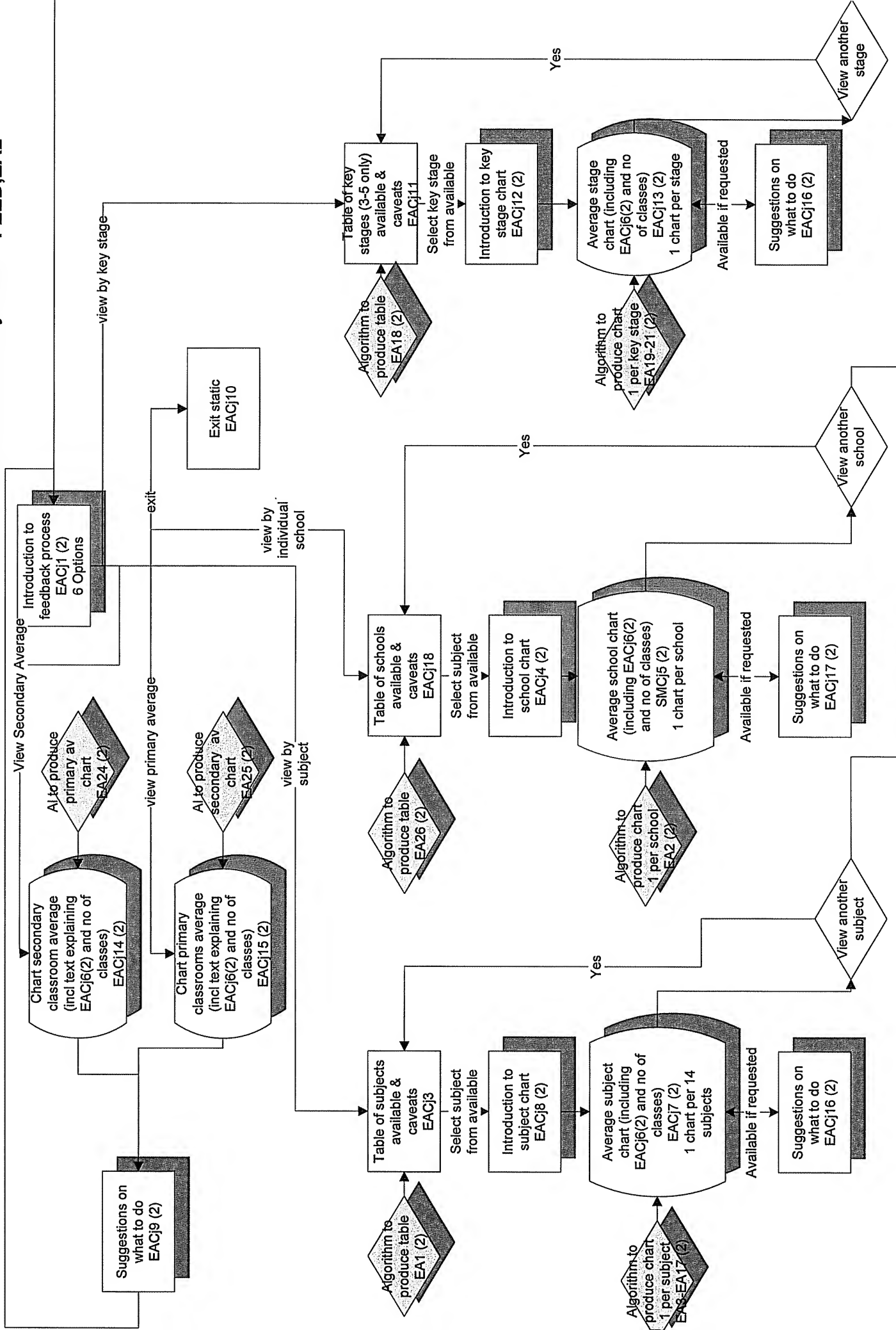




FEED.EA1



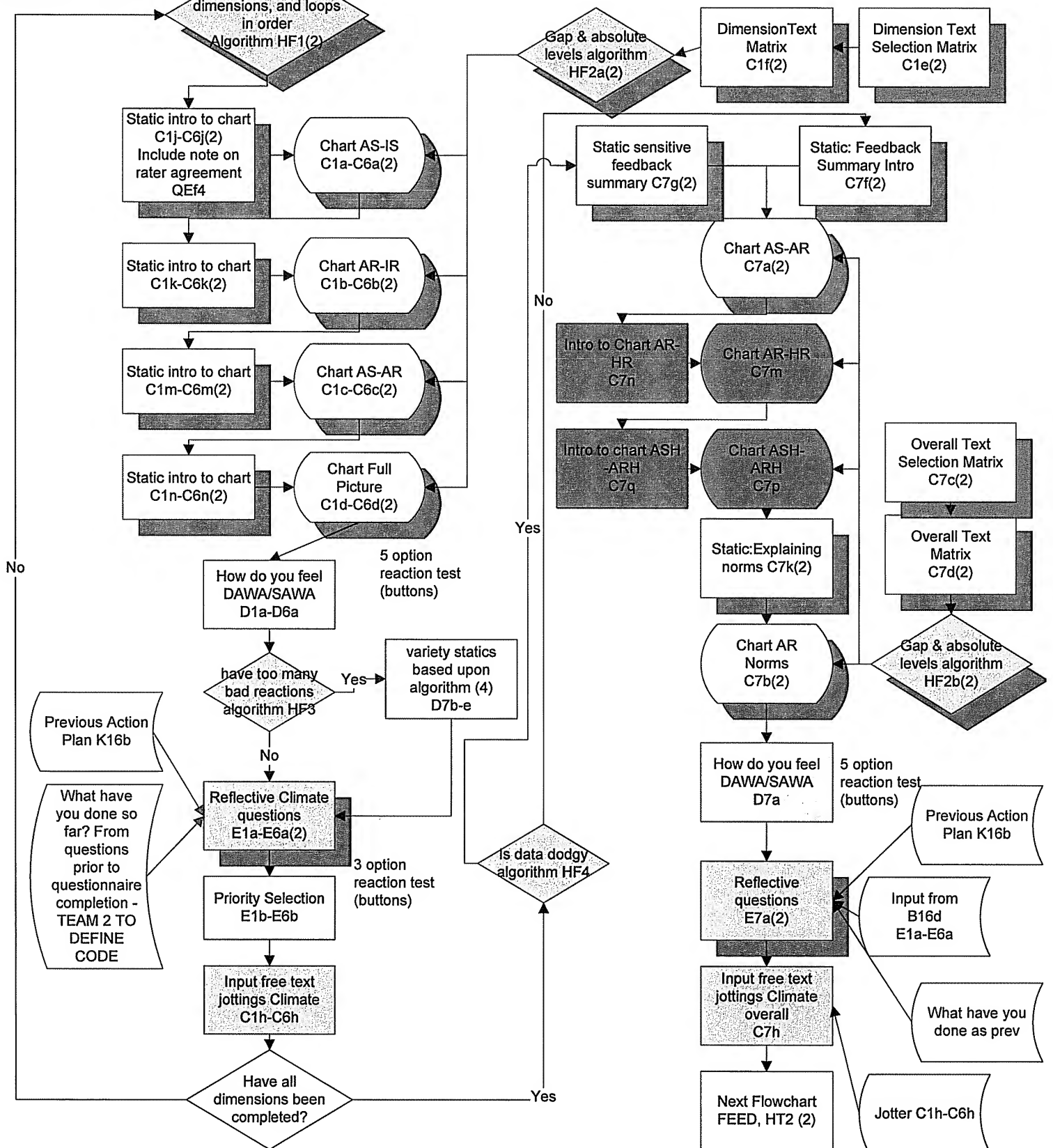
TIME 2 Feedback - Education Administrator: Feedback of Summary Data FEED,EA2

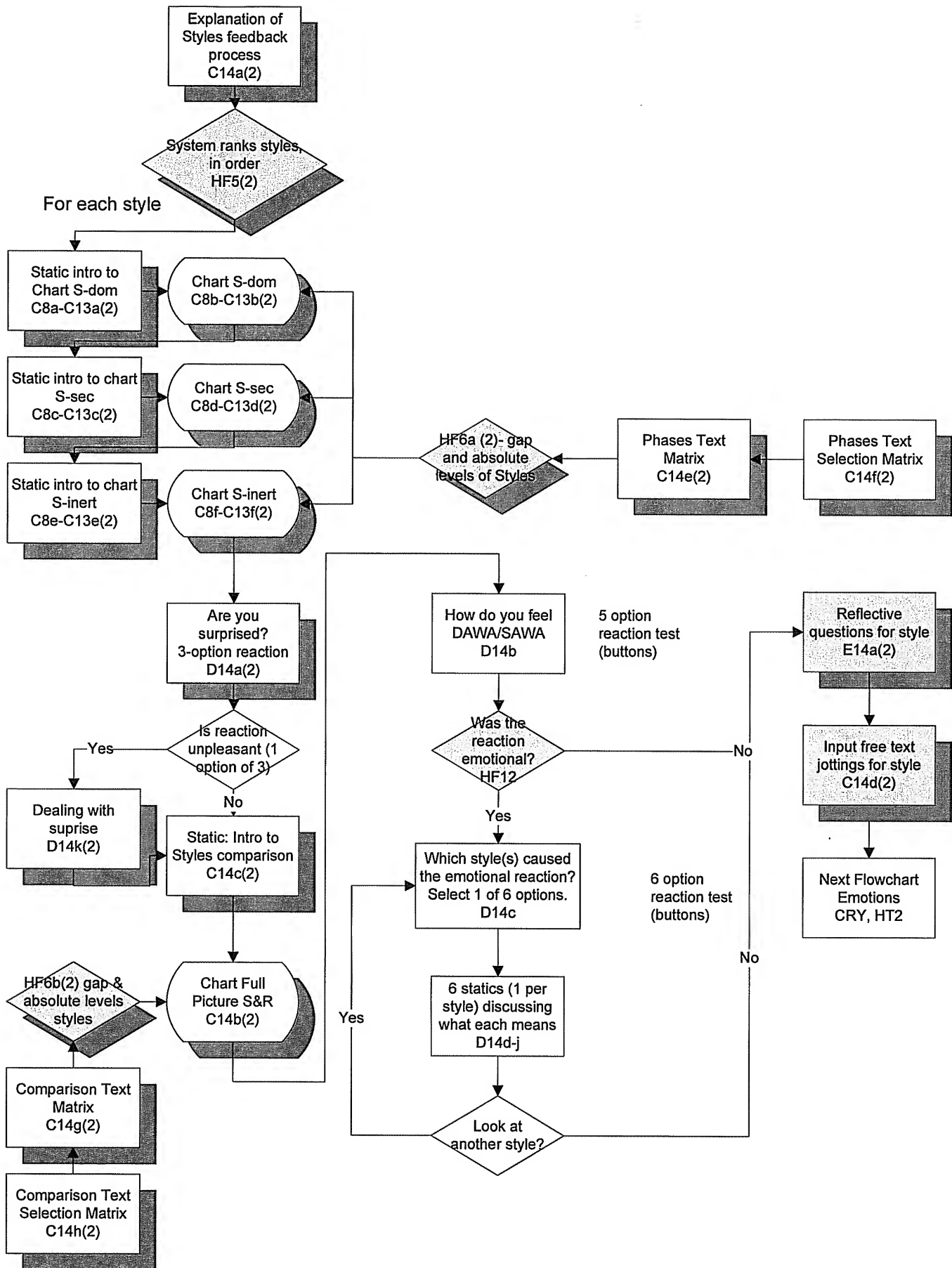


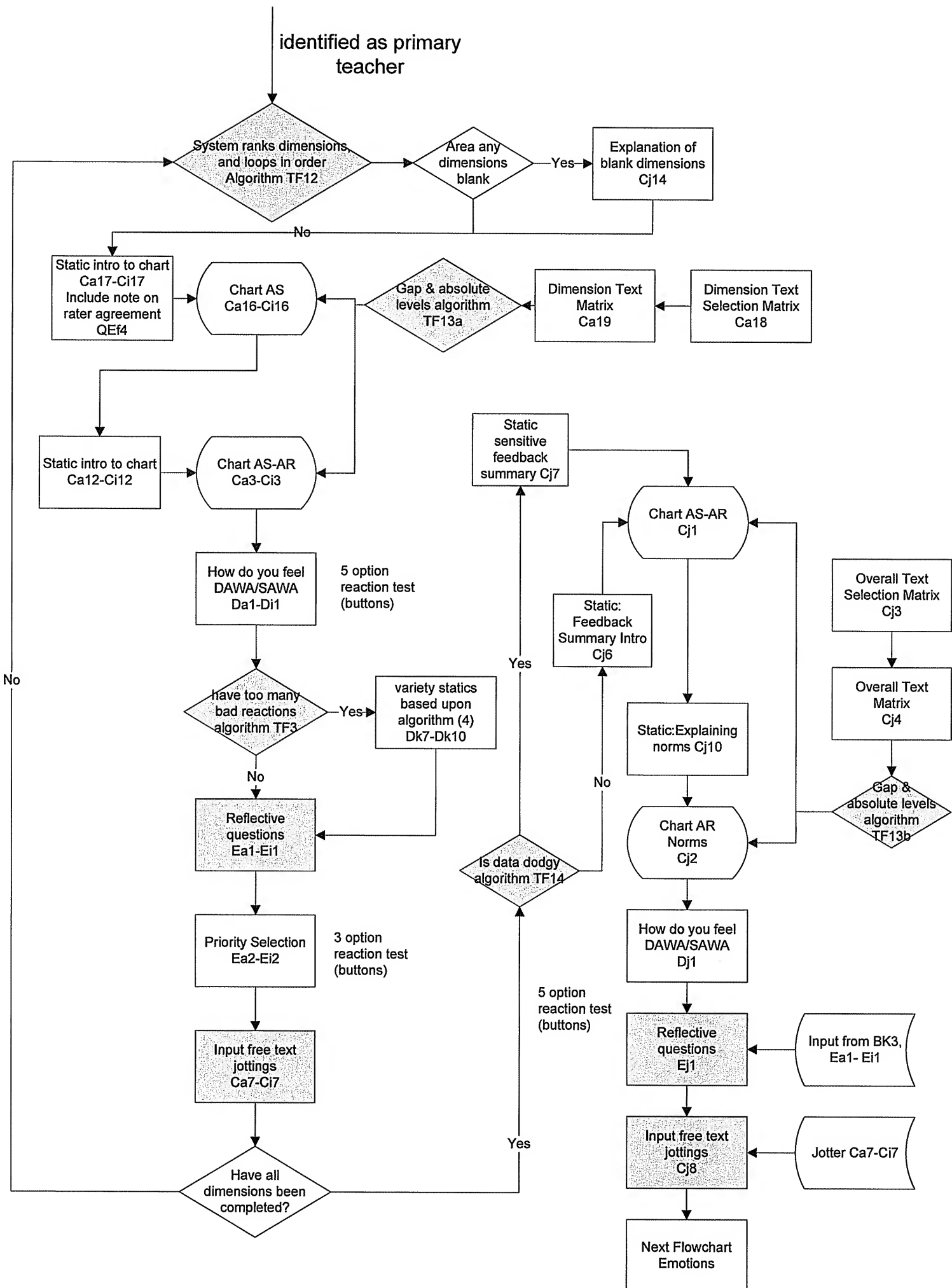
Explanation of full
feedback process
C7e(2)

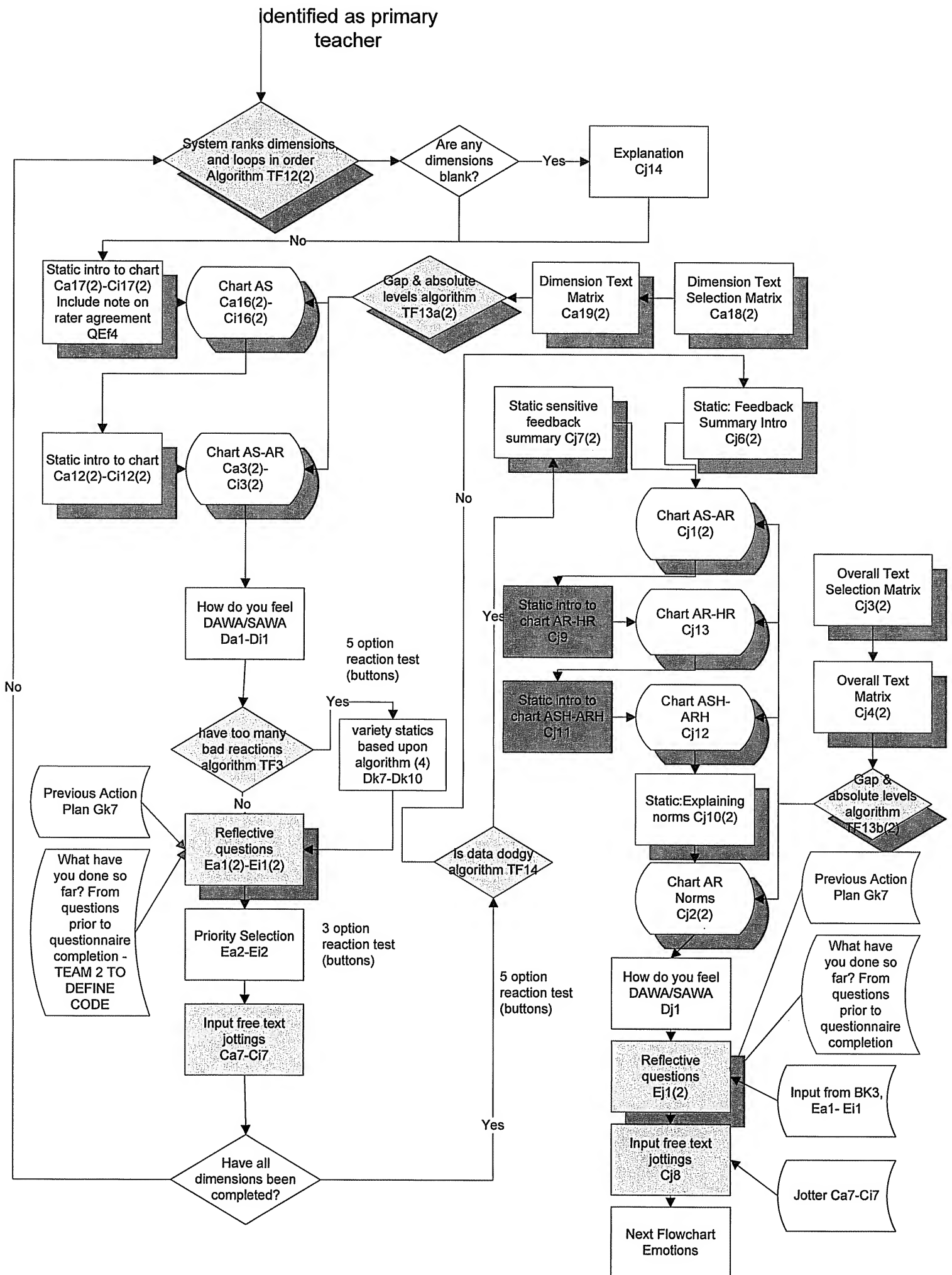
Explanation of climate
feedback process
C7j(2)

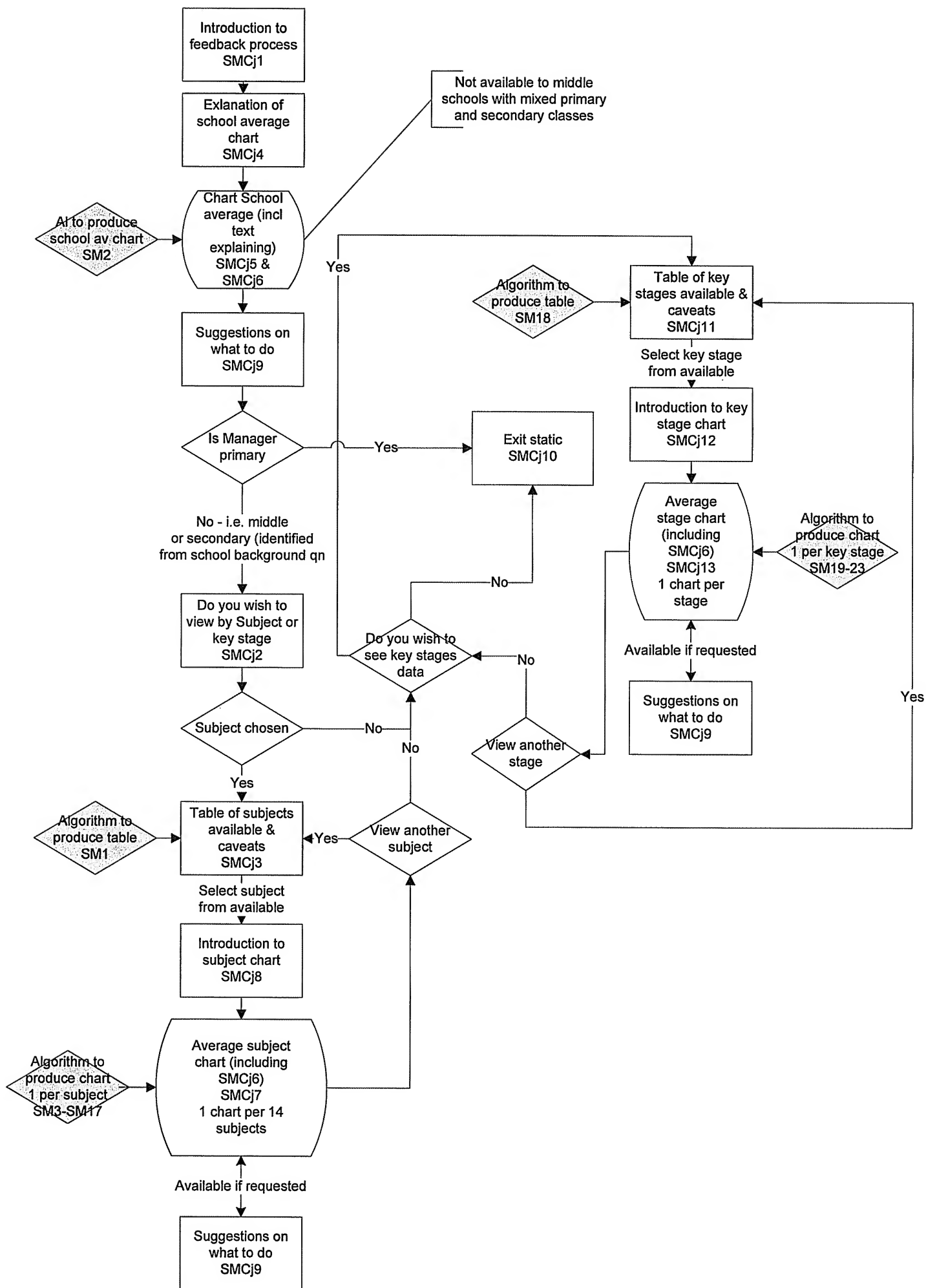
Example of 1 Dimension:

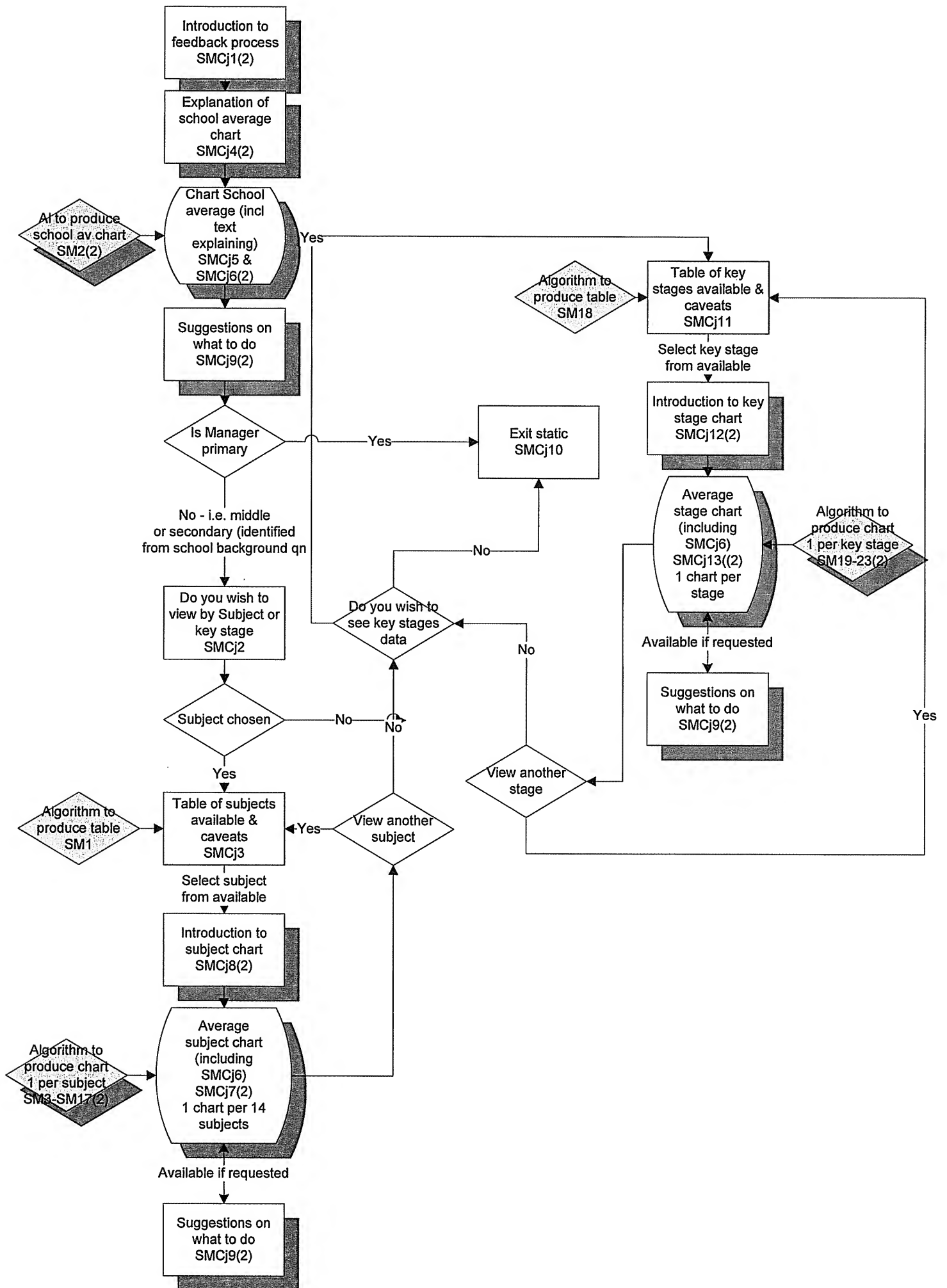


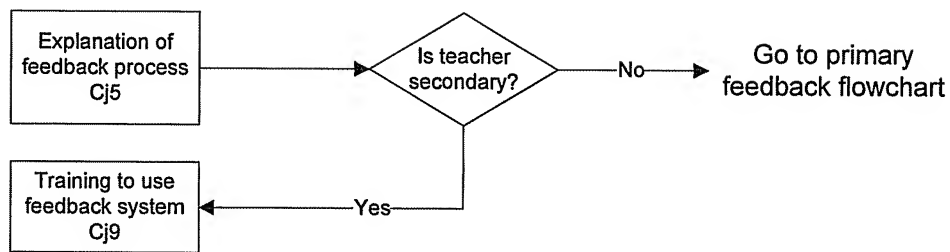




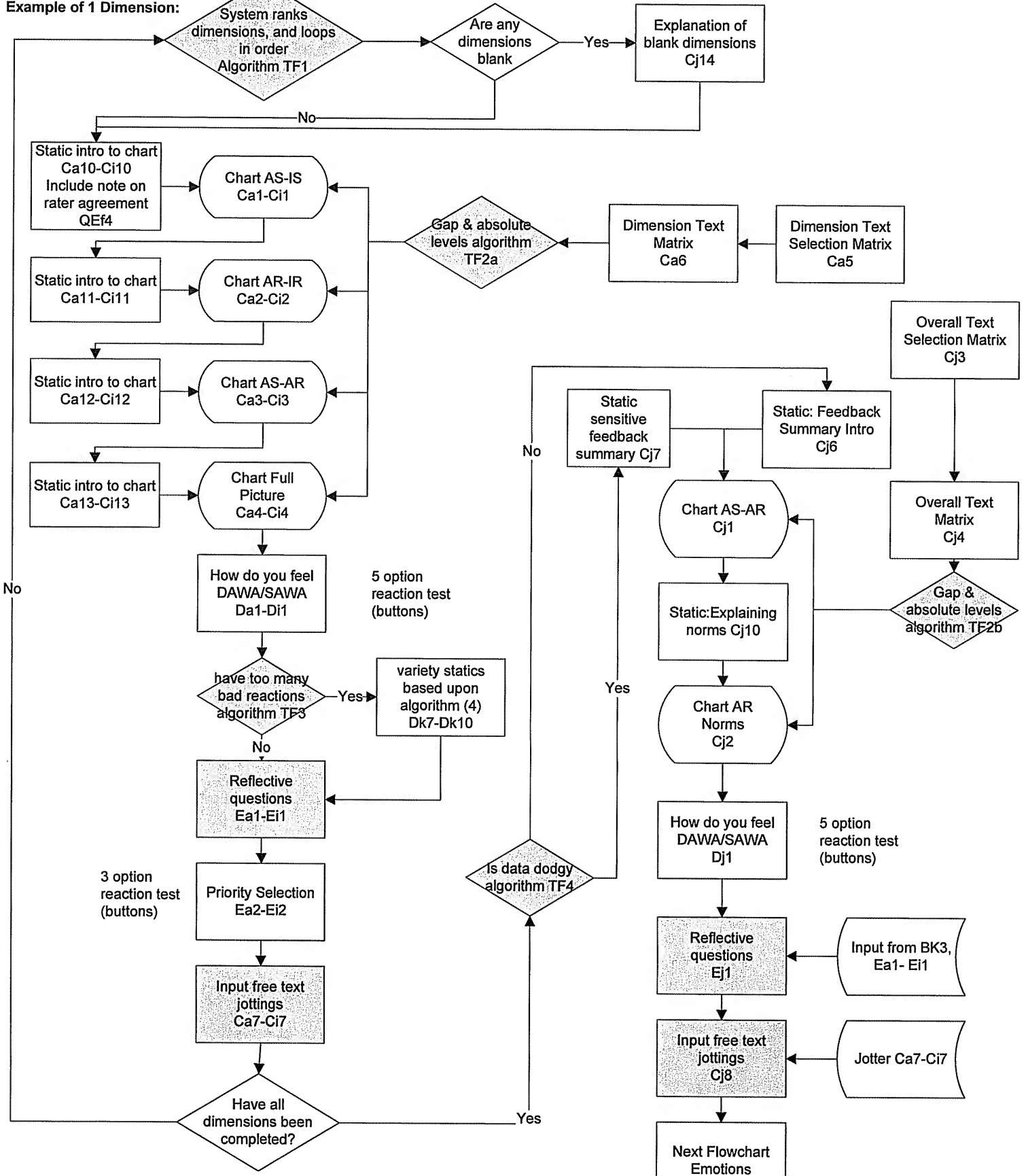




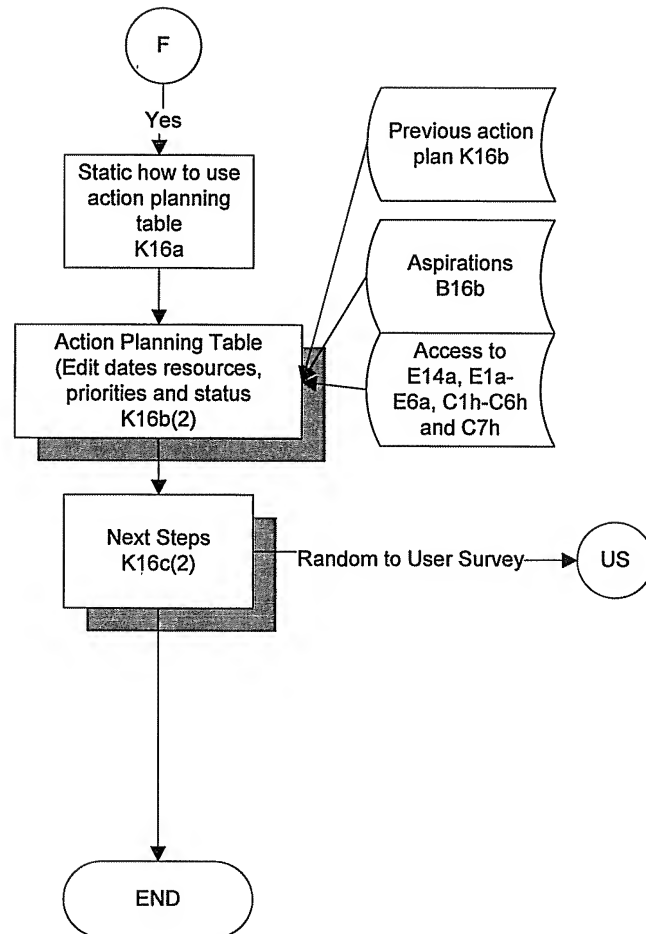


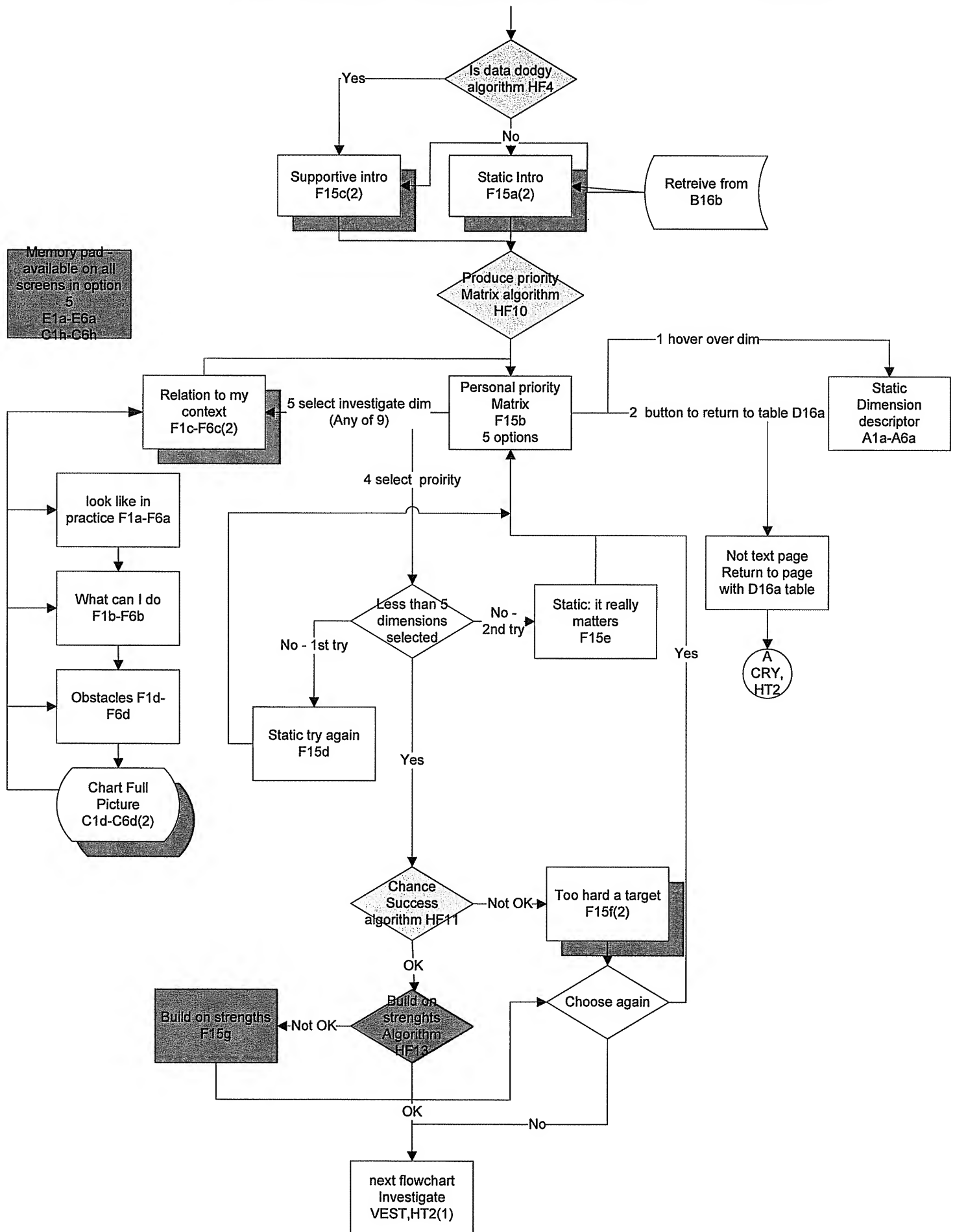


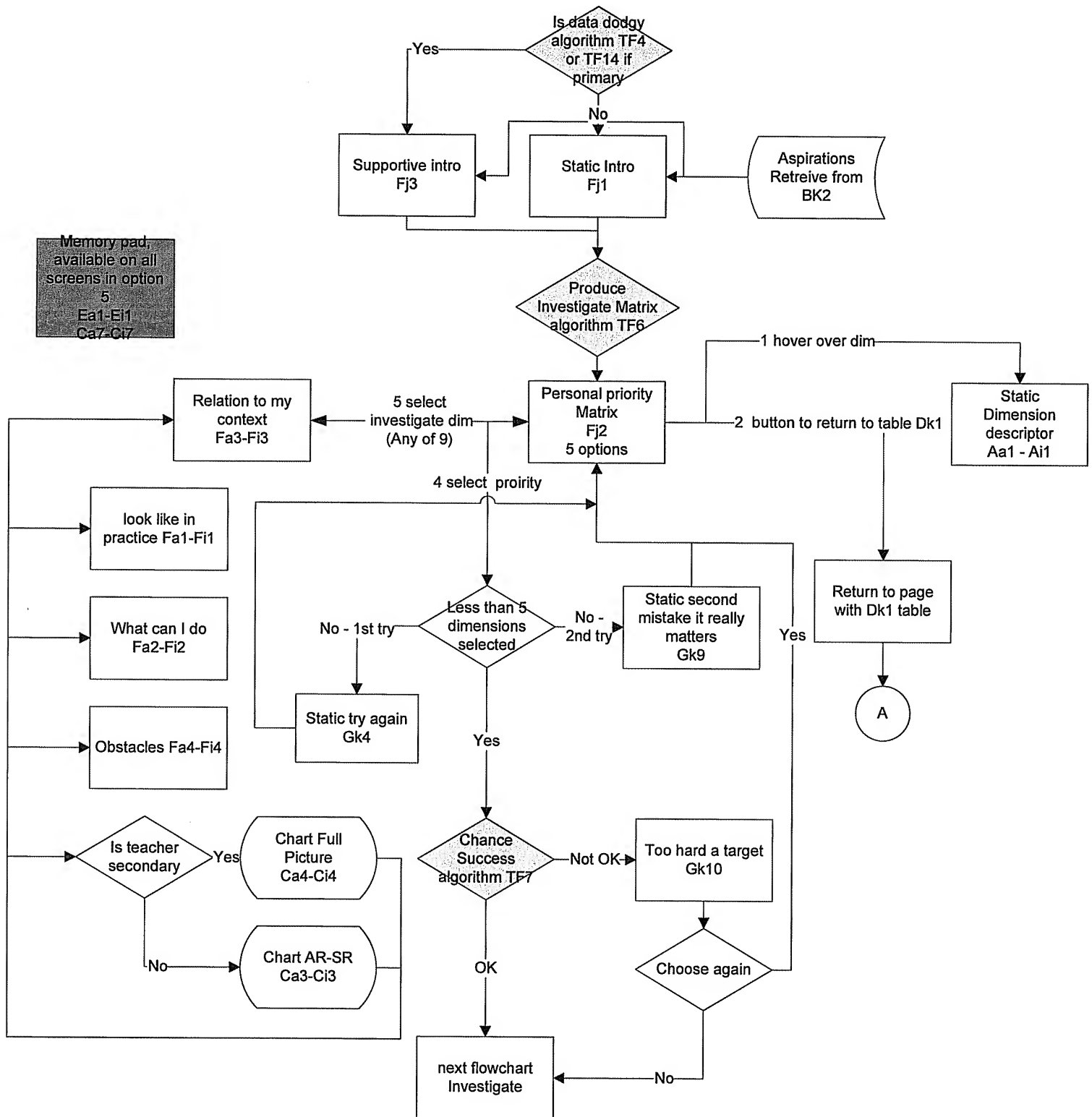
Example of 1 Dimension:

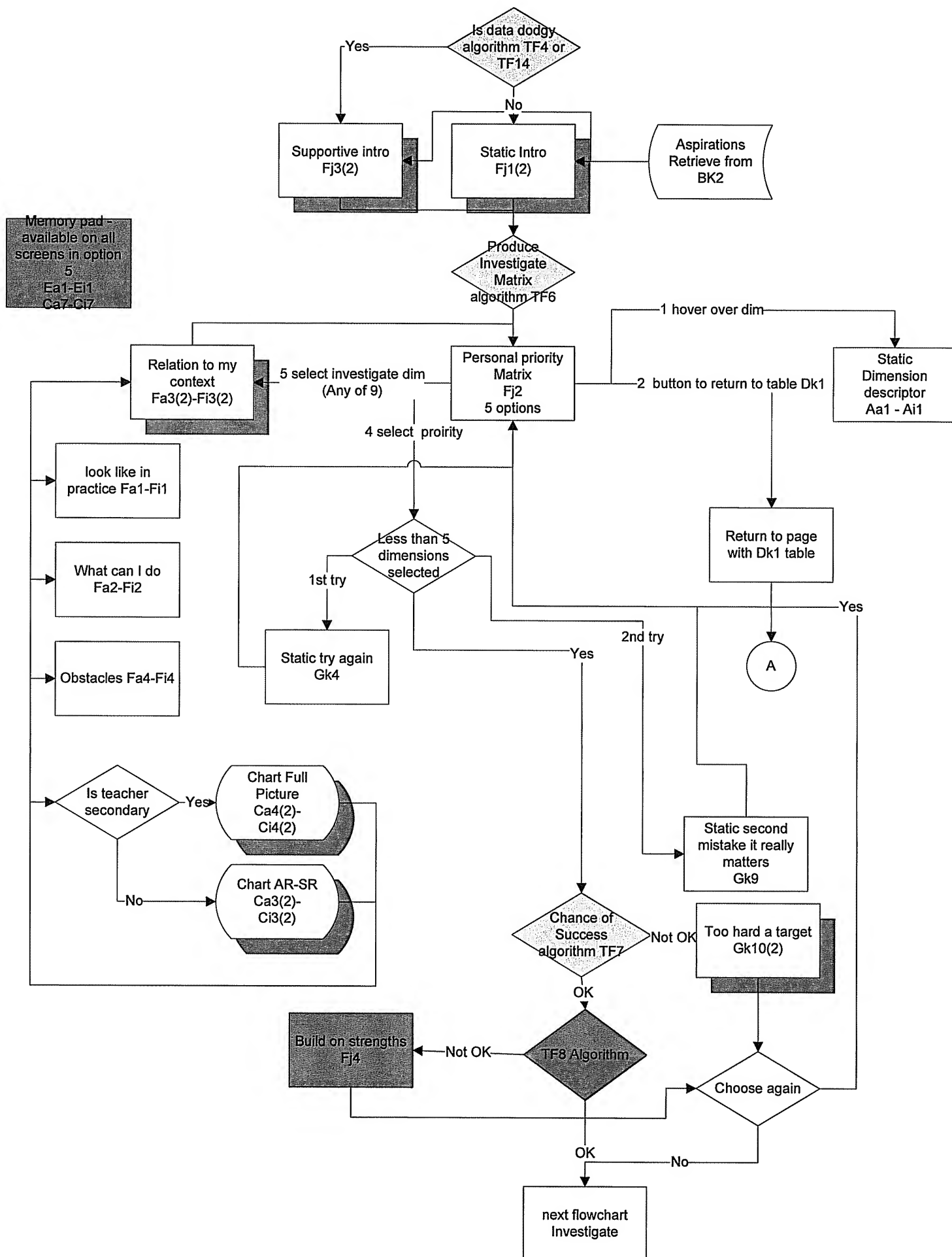


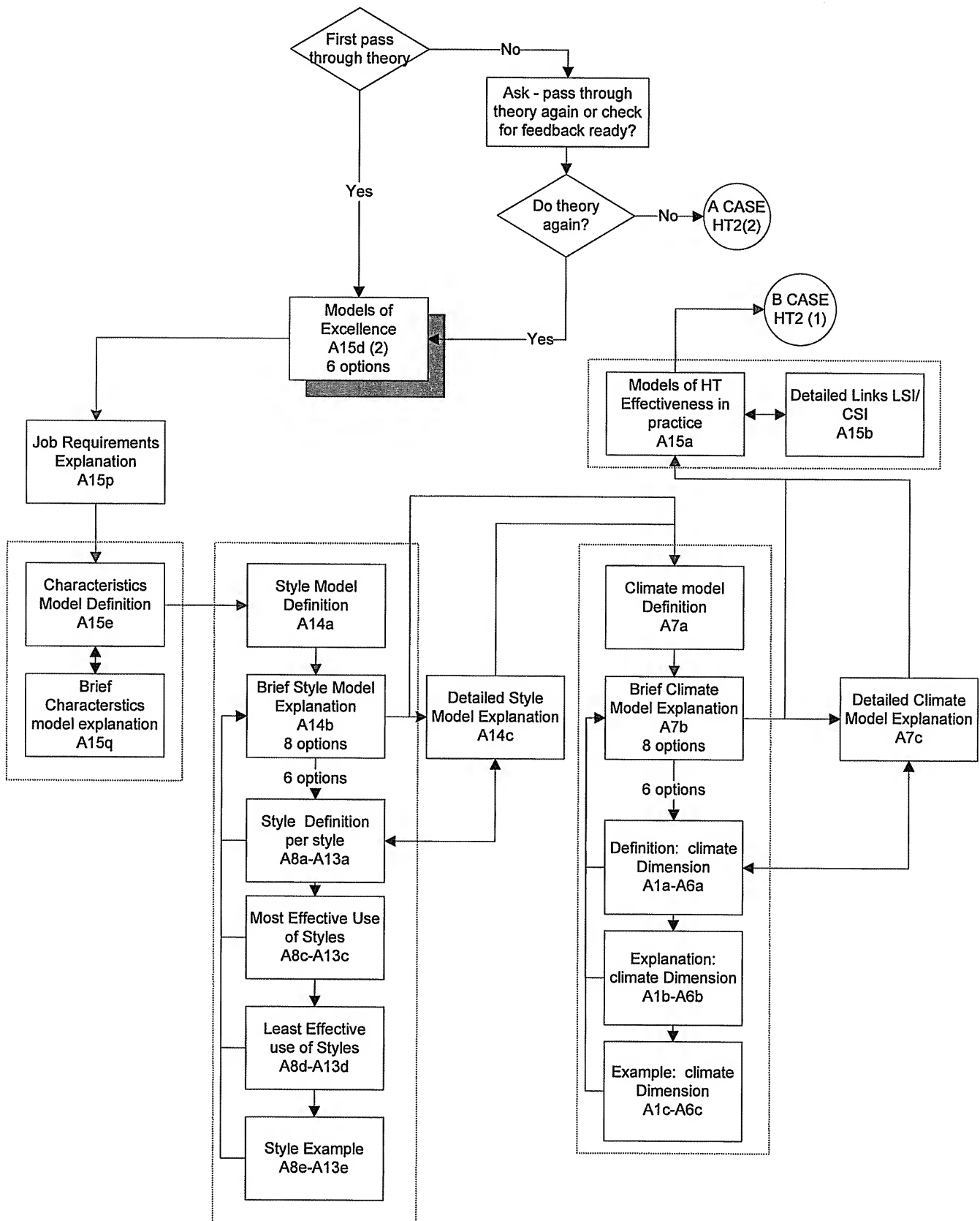
Must be able
to move action points
between dimension

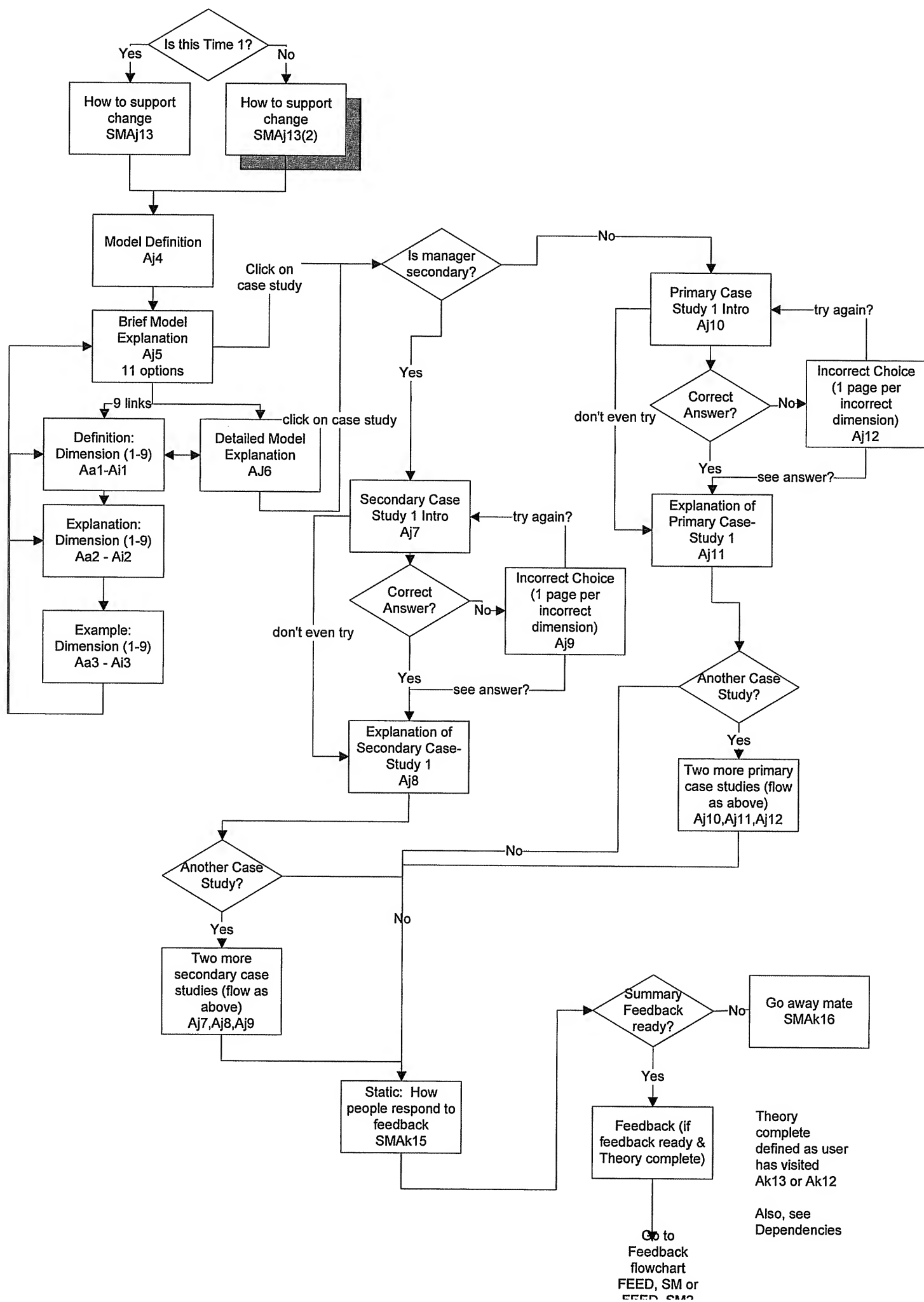




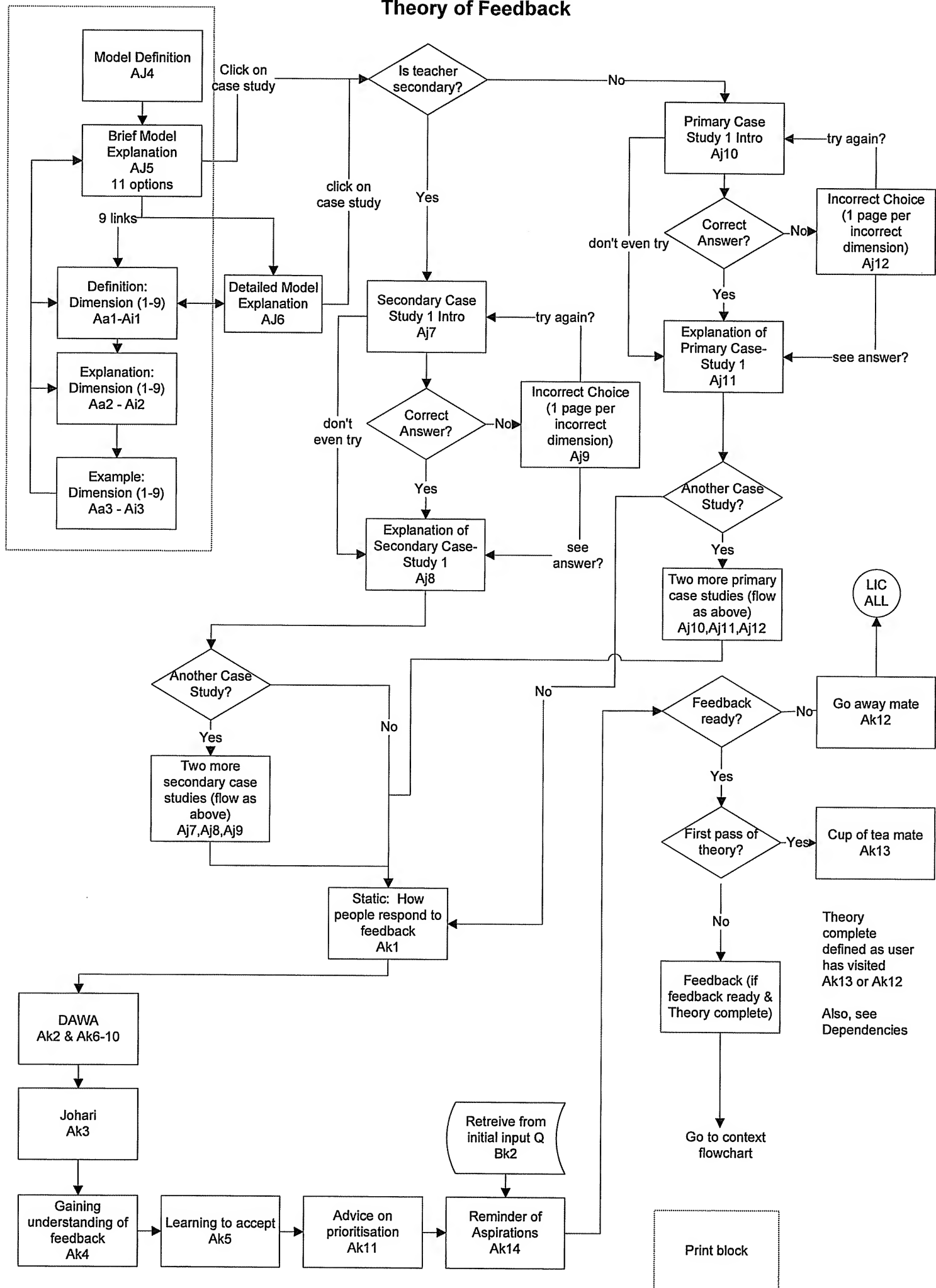




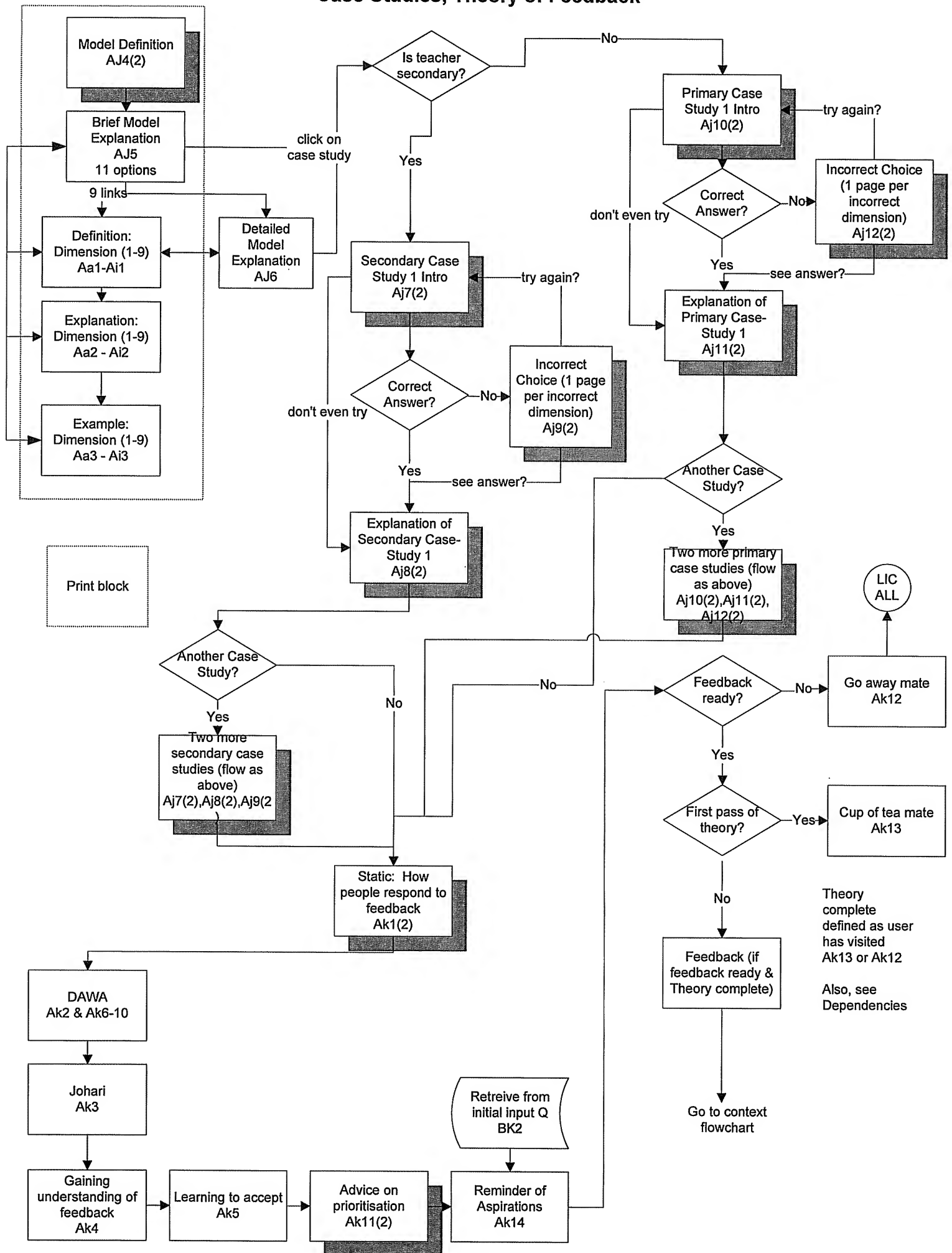


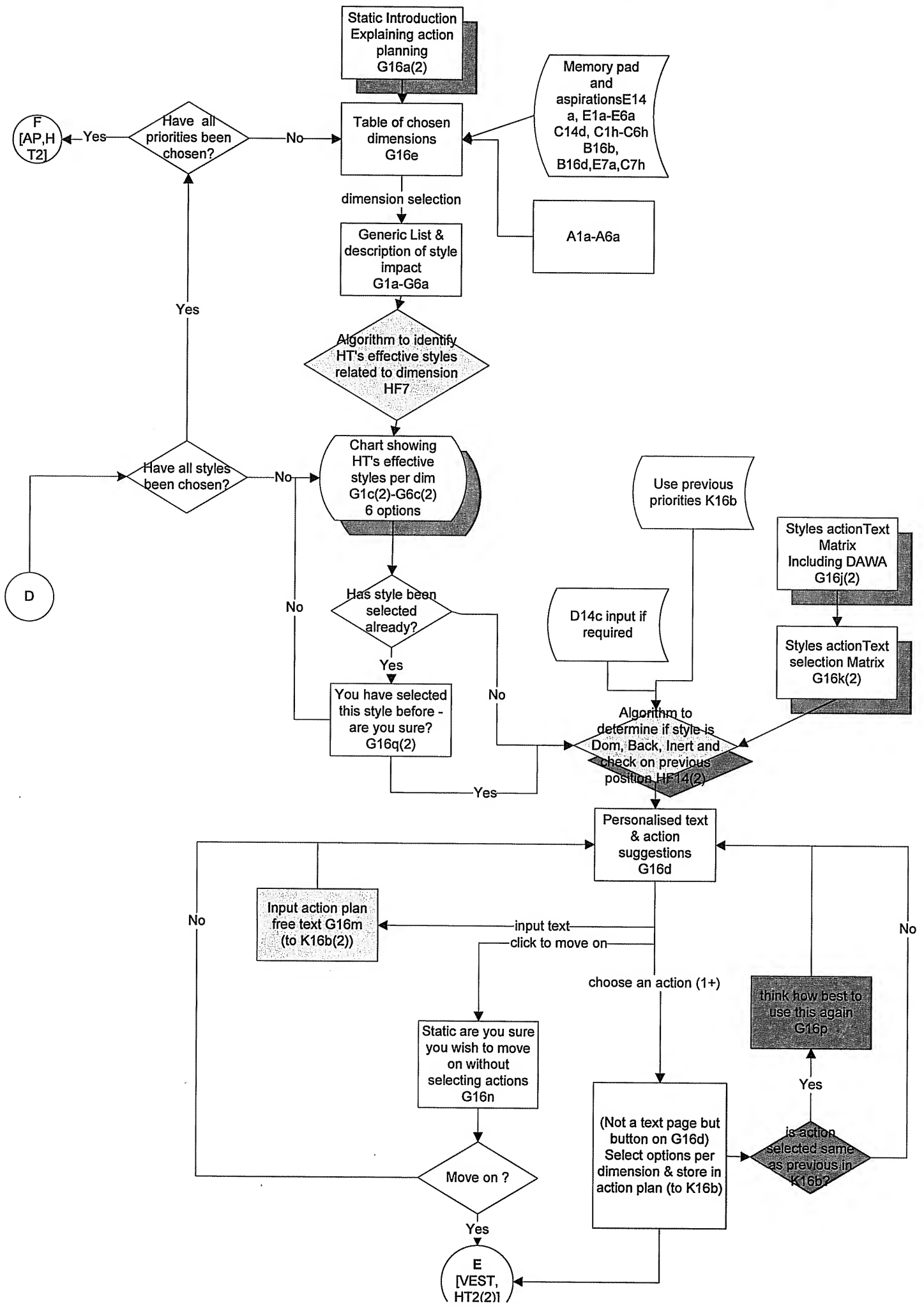


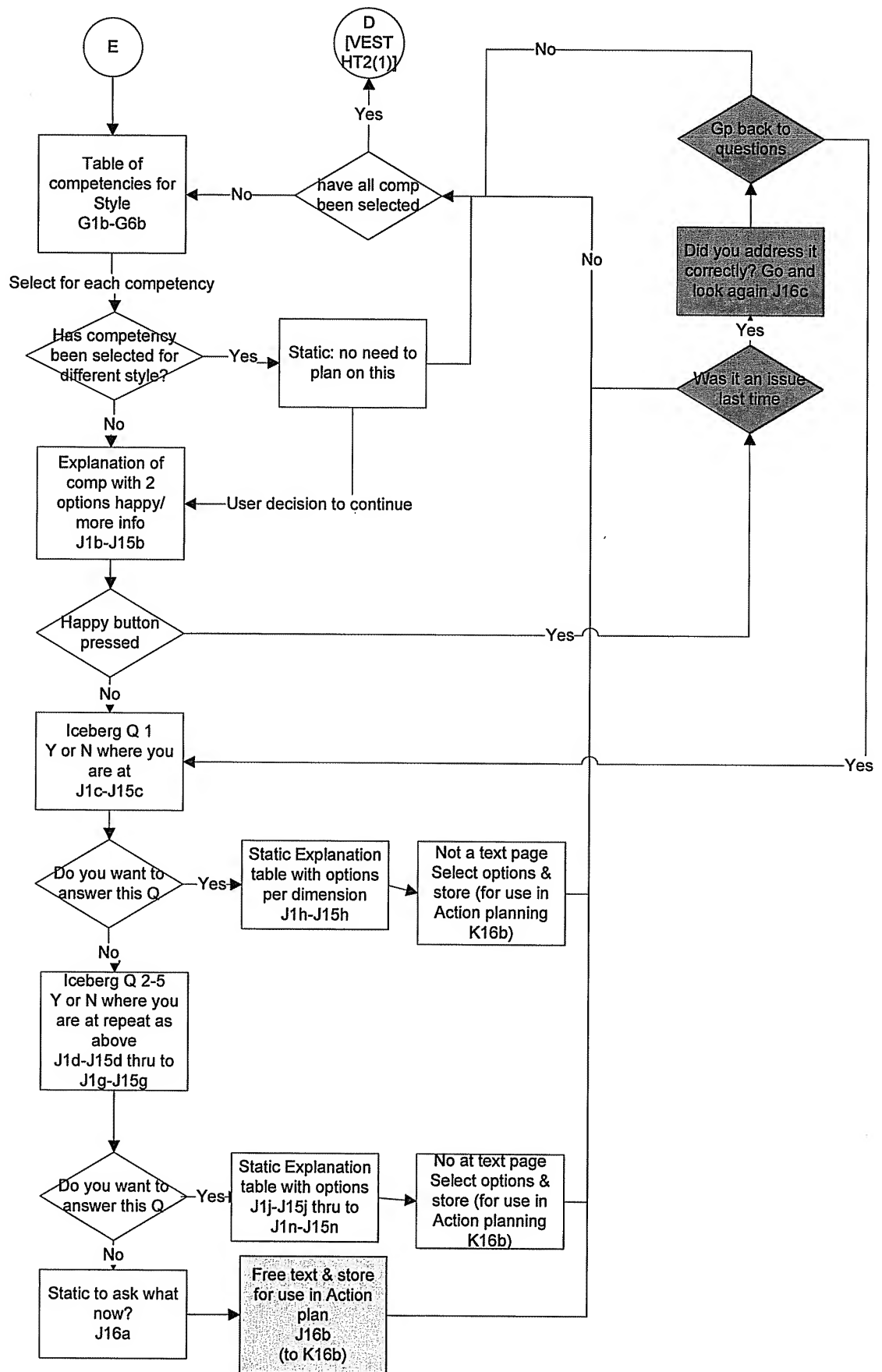
Theory of Feedback



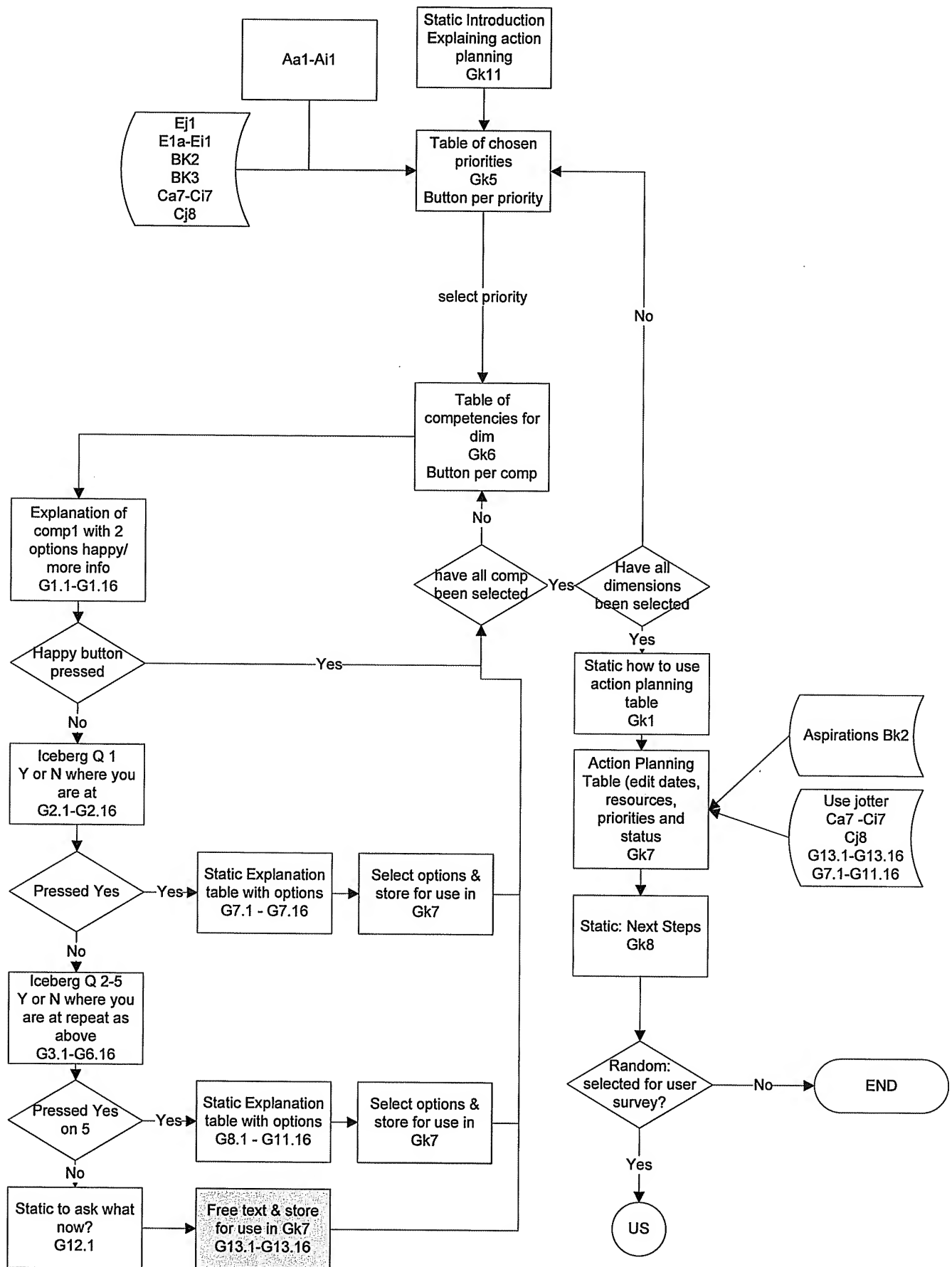
Case Studies, Theory of Feedback







Action Planning



Priorities and Action Planning

